

**Government of Jammu and Kashmir  
Industries and Commerce Department  
Civil Secretariat, Jammu.**

**Subject:** Regular Departmental Action against Mr Bilal Ahmed Najar and Abdul Rashid Mir, Junior Assistants, Massive Carpet Scheme of Handicrafts Department.

**Government Order No. <sup>78</sup> - IND of 2020  
Dated: <sup>23</sup> - 04 - 2020**

*WHEREAS*, the J&K State Vigilance Organization informed vide letter No. VO-Handi-G-06/2020-9598-99 dated 08.08.2017 that on verification of a complaint lodged by one Mr. Abdul Rashid Mir, Junior Assistant, Massive Carpet Scheme of Handicrafts Department, alleging therein that the complainant has been ignored of the promotion due to him despite his eligibility, found that the complainant was deceived by one of his colleague namely; Mr Bilal Ahmed Najar working as Junior Assistant in the Massive Carpet Scheme of Handicrafts Department by fraudulently obtaining his signatures on the complaint addressed to the Vigilance Organisation. Further, Mr Bilal Ahmed Najar, Junior Assistant was also found habitual of such misconceived actions despite warnings to him. The Vigilance Organization, accordingly, recommended initiation of Regular Departmental Action against the accused official;

*AND WHEREAS*, the General Administration Department requested this department vide O.M No GAD(Vig)68-RDA/2017 dated 23.10.2017 to initiate Regular Departmental Action against Mr. Bilal Ahmed Najar, Junior Assistant;

*AND WHEREAS*, vide Government Order No. 191-IND of 2018 dated 31.07.2018, Ms. Zeenat Ara, then Deputy Director (Admn) Handicrafts was appointed as Inquiry Officer to enquire into alleged misconduct on part of Mr. Bilal Ahmed Najar, Junior Assistant, Massive Carpet Scheme of Handicrafts Department;

*AND WHEREAS*, the Inquiry Officer furnished her findings/report vide communication bearing no HD/Estt/B/3366-67 dated 29.08.2018 recommending imposition of penalty upon both Mr. Bilal Ahmed Najar, Junior Assistant and Mr. Abdul Rashid Mir, Junior Assistant. The Inquiry Officer concluded/recommended as under:

***"It appears that both the officials are involved in filing a complaint in Vigilance Organisation. There are contradictions in the statement of both the persons. It can be presumed that the complaint was actually lodged by both the persons in connivance and later they adopted the denial mode. Since they have brought disrepute to the Department and have***

*[Handwritten signature]*



***gave misleading statements both in writing and verbal, therefore, it is proposed that a punishment to the extent of "Censure" shall be imposed upon them in terms of Rule 30 (i) of Jammu & Kashmir Civil Service (Classification, Control and Appeal) Rules, 1956. Besides this, an affidavit shall be obtained duly attested by appropriate judicial authority to the effect that they shall not indulge in any such misconduct in future and shall mend their ways and that if they involve themselves in any such unbecoming action in future, they shall be liable for stern disciplinary action."***

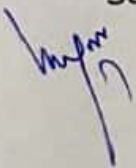
*AND WHEREAS*, on the basis of the recommendation of the Inquiry Officer and the request of the Vigilance Organisation/General Administration Department for initiation of RDA against Mr Bilal Ahmed Najar, Junior Assistant, he was 'Censured' vide Government Order No. 254-IND of 2018 dated 25.10.2018;

*AND WHEREAS*, the General Administration Department to whom a copy of the aforesaid Government Order was forwarded, observed vide O.M No. GAD(Vig) 68-RDA/2017 dated 18.10.2019 that the Inquiry Officer has also noted misconduct on part of Mr. Abdul Rashid Mir, Junior Assistant during the course of enquiry and requested that disciplinary action be also initiated/taken against him;

*AND WHEREAS*, the Director Handicrafts, J&K was requested vide letter no. IND/DOH/107/2017 dated 04.12.2019 to initiate disciplinary action against Mr. Abdul Rashid Mir, Junior Assistant in terms of the Jammu & Kashmir Employees Conduct Rules, 1971 for proven misconduct on his part;

*AND WHEREAS*, the Director Handicrafts vide letter No HD/Estt/B/4061 dated 17.12.2019 has recommended similar punitive action to that of Mr. Bilal Ahmed Najar, Junior Assistant against Mr. Abdul Rashid Mir, Junior Assistant;

*AND WHEREAS*, the matter has been examined further and it has been found that Mr. Abdul Rashid Mir, Junior Assistant was also provided the opportunity of being heard by the Inquiry Officer only after which the enquiry has concluded a proven case of misconduct on his part and recommended imposition of minor penalty of 'Censure' on him alongwith Mr Bilal Ahmed Najar, Junior Assistant, Massive Carpet Scheme of Handicrafts Department;



*AND WHEREAS*, it has been, as such, decided to impose a minor penalty upon Mr. Abdul Rashid Mir, Junior Assistant, Massive Carpet Scheme of Handicrafts Department in terms of Rule 30 of the J&K Civil Services (Classification, Control and Appeal) Rules, 1956 on the recommendation of Director Handicrafts.

*NOW, THEREFORE*, Mr. Abdul Rashid Mir, Junior Assistant, Massive Carpet Scheme of Handicrafts Department is 'Censured' in terms of Rule 30 (1) of the J&K Civil Services (Classification, Control and Appeal) Rules, 1956.

**By order of the Government of Jammu and Kashmir.**

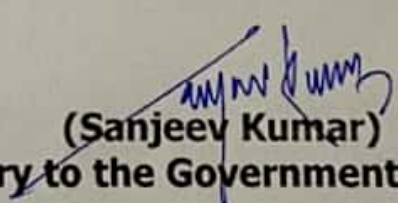
**Sd/-  
(Manoj K. Dwivedi), IAS  
Commissioner / Secretary to the Government**

NO: IND/DOH/107/2017

Dated: <sup>23</sup>.04.2020

Copy to:

1. Joint Secretary (J&K), Ministry of Home Affairs, GoI, New Delhi.
2. Secretary to Government, General Administration Department.
3. Director Handicrafts J&K.
4. Private Secretary to Advisor (S) to Lieutenant Governor.
5. Private Secretary to Commissioner/Secretary to the Government, I&C Department.
6. Incharge website, I&C Department.
7. Government Order file (w.2.s.c).

  
**(Sanjeev Kumar)  
Under Secretary to the Government**