

**Government of Jammu and Kashmir**  
**Jal Shakti Department**  
**Civil Secretariat, Jammu/Srinagar**

\*\*\*\*\*

Subject:- Departmental Proceedings against Shri Zahoor Ahmad Posh, I/c Executive Engineer, (the then Technical Officer to Chief Engineer, Jal Shakti (PHE) Department Kashmir).

**Government Order No. 77-JK (JSD) of 2024**

**Dated: - 26.03.2024**

1. Whereas, Managing Director, Jal Jeevan Mission have reported that the Technical Officer to the Chief Engineer, Jal Shakti (PHE) Department Kashmir namely Shri Zahoor Ahmad Posh, I/c Executive Engineer failed to play his role in an effective manner thereby contributing substantially to the factors responsible for missing the deadlines fixed for completion of award of all works under Jal Jeevan Mission.
2. Whereas, after due examination, with the approval of the competent authority, the following charges were made out against the officer:-

**Charge-I**

He has failed to getting the evaluation process completed with the assistance of other technical staff posted/deputed in the Chief Engineer's office within a reasonable time frame.

**Charge-II**

His non-seriousness towards his legitimate duties has caused the UT to miss various deadlines set for completion of the tendering/award process of JJM works, which is a program of national importance and is being monitored at various levels to ensure 'access to safe and adequate drinking water to the rural population' in a time bound manner.

3. Whereas, vide this Department's Memorandum dated 07.08.2023, Article of Charges along with Statement of Imputation was served upon Shri Zahoor Ahmad Posh, with the direction to submit written statement in his defense; and
4. Whereas, the charged officer submitted his reply in defense, on the charge sheet served upon him, which was examined in the department and the competent authority decided to appoint an Inquiry Officer to enquire into the charges framed viz-a-viz reply furnished by the charged officer; and
5. Whereas, in terms of sub-rule (4) of Rule 33 of the J&K Civil Services (Classification, Control and Appeal) Rules 1956, vide Government Order No.216-JK (JSD) of 2023 dated 11.09.2023, Shri Mohammad Salim Malik, the then I/c Superintending Engineer, Hydraulic Circle, Kupwara, was appointed as Inquiry Officer to enquire into the charges while Shri Sajid Mushtaq Pandit, I/c Executive Engineer (Technical Officer to Chief Engineer, PHE Kashmir) was appointed as the Presenting Officer. The IO was directed to submit his report/findings alongwith specific recommendation to the Government within 30 days; and
6. Whereas, Shri Mohammad Salim Malik, the then I/c Superintending Engineer, Hydraulic Circle, Kupwara (Inquiry Officer) vide letter dated 11.10.2023 has submitted the enquiry report, the recommendation of which is reproduced as under:-

“As a sequel to the conclusion, it is recommended that provisions of Rule 3 of J&K Employees Conduct Rule 1971 under rule 33 of J&K Civil Services Rules 1956 may please not be initiated against the officer and the charges levelled against the officer needs due consideration for dropping by taking a lenient view in the instant case. However, I recommend that the officer should remain

more careful in future while discharging his duties more particularly in finalization of tenders in the shortest possible time frame so that the targets fixed for the department are achieved within the scheduled time”.

7. Whereas, the enquiry report was examined in the department and comments have been sought from Mission Director, Jal Jeevan Mission on the report of the Inquiry Officer; and
8. Whereas, Managing Director, Jal Jeevan Mission has submitted his comments which are reproduced as under:-

“The lapse - delay in evaluation of tenders not being too detrimental in its nature, the recommendations of the Inquiry Officer may be considered for taking a lenient view. However, the strong warning needs to be issued not to the charged officer only but to the other two (2) AEEs deputed in the Tendering & Evaluation Cell constituted for the specific purpose.”

9. Whereas, the recommendations of the Inquiry Officer alongwith comments of the Mission Director, Jal Jeevan Mission were placed before the Competent Authority who has decided to issue warning to the then Technical Officer as well as the two AEEs assisting him.
10. Now, therefore, the charges levelled against Shri Zahoor Ahmad Posh, I/c Executive Engineer, (the then Technical Officer to Chief Engineer, Jal Shakti (PHE) Department Kashmir) are dropped at the Departmental level while issuing warning to remain careful in future in discharge their official duties to:
- Shri Zahoor Ahmad Posh, I/c Executive Engineer (the then Technical Officer to Chief Engineer, Jal Shakti (PHE) Department Kashmir);
  - Shri Muzamil Maqbool, Assistant Executive Engineer, presently posted in PHE Sub-Division Chadoora (at that time, assisting the Technical Officer to CE PHE Kashmir); and
  - Smt. Nazia Manzoor Mufti, I/c Assistant Executive Engineer, presently posted as Technical Officer to Superintending Engineer, Hydraulic Circle, Budgam (at that time, assisting the Technical Officer to CE PHE Kashmir).

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

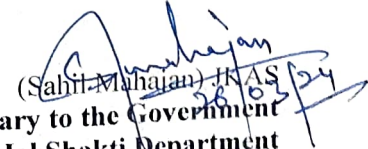
Sd/-  
(Shaleen Kabra) IAS  
**Financial Commissioner (Additional Chief Secretary)**  
**Jal Shakti Department**

No: JSD-SMD0Corr/8/2023-15 (C.No.7233175)

Dated: 26.03.2024

Copy to the:-

1. Joint Secretary (J&K), Ministry of Home Affairs, Government of India.
2. Mission Director, Jal Jeevan Mission, J&K
3. Director Archives, Archaeology and Museums, J&K.
4. Director, Anti Corruption Bureau, J&K, Jammu.
5. Chief Engineer, Jal Shakti, (PHE) Department Kashmir.
6. Pvt. Secretary to the Financial Commissioner (ACS), Jal Shakti Department.
7. Concerned Officers.
8. I/c Website.
9. Government Order file (w.2.s.cs).

  
(Sabti Mahajan) IAS  
**Under Secretary to the Government**  
**Jal Shakti Department**