

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

Subject: - Regular Departmental Action (RDA) against Shri R.K Pandita, the then Executive Engineer, PHE Division Awantipora in case Veri-HQ-05-2014 – imposition of penalty.

**Government Order No. 230-JK(JSD) of 2025  
Dated: - 26.09.2025**

1. Whereas, the General Administration Department vide O.M No. GAD(Vig)47-RDA/2018 dated 14.06.2018, forwarded a copy of the communication No. VO-Veri-HQ-05/2014-7439-41 dated 21.05.2018 received from Vigilance Organization (now ACB) and recommended initiation of Regular Departmental Action against Shri Rajinder Kumar Pandita, the then Executive Engineer, PHE Division Awantipora; and
2. Whereas, a verification was conducted by Vigilance Organization (now ACB) under No. Veri-HQ-05-2014 to look into the allegations, which prima-facie established that a number of works were executed departmentally without tendering and extensions were granted without approval from the competent authority, in gross violation of codal procedures during the period 31.12.2011 to 26.06.2014 during the posting of Shri Rajinder Kumar Pandita, the then Executive Engineer, PHE Division Awantipora; and
3. Whereas, the case was examined in the department, and accordingly, vide Memorandum dated 25.09.2018, Article of Charges and Statement of Imputation were served upon the charged officer for violation of Rule 3 of J&K Government Employees (Conduct) Rules, 1971; and
4. Whereas, Shri Rajinder Kumar Pandita, furnished his reply to the charge sheet served upon him; and
5. Whereas, after examining the reply furnished by the charged officer, vide Government Order No. 32-PW (Hyd) of 2019 dated 15.01.2019, an Inquiry Officer was appointed to enquire into the charges framed against him; and
6. Whereas, the Inquiry Officer submitted his enquiry report vide letter No. SE/Hyd/Spr/CC/10947-48 dated 09.03.2020, which was examined in the department. Subsequently, vide letter dated 11.06.2020 and 24.12.2020, the displeasure of the then Competent Authority (Hon'ble Advisor to Lieutenant Governor) was conveyed to the Inquiry Officer with the advise to clearly indicate the charge wise findings, with justification while submitting a clear report regarding extension of allotted works. However, vide Govt. Order No. 141-JK(JSD) of 2020 dated 19.06.2020, the then Inquiry Officer was placed as I/c Chief Engineer and posted in J&K ERA; and
7. 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.44-JK (JSD) of 2021, dated 23.02.2021, a fresh Inquiry Officer and Presenting Officer were appointed to enquire into the charges framed against the charged officer; and
8. Whereas, Inquiry Officer vide his letter No.SE/Hyd/Actt 3816 dated 06.08.2021 submitted the enquiry report/findings alongwith the following recommendation: -



*"Prior to tender reforms issued vide Government order No 460-PW(Hyd) of 2019, dated 06.12.2019, the execution of works departmentally or granting extension to already allotted works was the prevailing practice in almost all Divisions. As such nothing as alleged or otherwise has come to fore revealing an ill will or mala fide on the part of the Executive Engineer, Sh. R.K Pandita. However, Executive Engineer, Sh. R.K Pandita has violated codal procedures due to negligence for which a penalty of one month salary is recommended and further a general set of recommendations would be needed for compliance by all from the work allotting authorities."*

9. Whereas, the case was examined in the department and enquiry report was placed before the then Competent Authority (Advisor to the Hon'ble Lieutenant Governor) who decided to impose penalty upon the charged officer in terms of Rule-30 (v) of J&K Civil Services (Classification, Control & Appeal) Rules, 1956, i.e. "recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence"; and

10. Whereas, the case was re-examined in the department, it has been observed that the charged officer misused his official position by executing large-scale works on approval basis without inviting tenders, and by granting an extension of works amounting to Rs. 5,28,000/-, in violation of codal procedures, as ascertained by the Vigilance Organisation vide their communication dated 21.05.2018. Accordingly, the only recourse left with the department is to recover the loss incurred; and

11. Whereas, the case was placed before the Competent Authority (Hon'ble Minister, Jal Shakti Department) for a decision on the quantum of penalty to be imposed upon the charged officer, considering that the case was earlier approved by the then Competent authority (Advisor (B) to the Hon'ble Lieutenant Governor); and

12. Whereas, the Competent Authority (Hon'ble Minister, Jal Shakti Department) has decided to impose a penalty equivalent to 10% of Rs. 5.28 lakhs, on the ground that the charged officer had violated codal procedures in awarding various works as detailed in preceding paras.

13. Now, therefore, it is hereby ordered that a penalty of Rs. 52,800/- (Rupees Fifty-Two Thousand Eight Hundred only), i.e. 10% of Rs. 5.28 lakhs, shall be recovered from Shri Rajinder Kumar Pandita, the then Executive Engineer, PHE Division Awantipora (now retired), in terms of Rule-30 (v) of J&K Civil Services (Classification, Control & Appeal) Rules, 1956 and the case is accordingly closed at the departmental level in respect of Verification No. Veri-HQ-05-2014.

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

Sd/-  
(Shaleen Kabra) IAS  
**Financial Commissioner (ACS),  
Jal Shakti Department**


No: JSD-HRM04/20/2021-NGJ (CC.No.60016)

Dated: 26.09.2025

Copy to the: -

1. Additional Chief Secretary to Hon'ble Chief Minister, J&K
2. Principal Secretary to Hon'ble Lieutenant Governor, J&K.
3. Joint Secretary (J&K), Ministry of Home Affairs, Government of India.
4. Commissioner/Secretary to the Government, General Administration Department, J&K.
5. Director, Anti Corruption Bureau, J&K.
6. Director Finance, Jal Shakti Department, J&K

7. Director Archives, Archaeology and Museums, J&K
8. Chief Engineer, Jal Shakti (PHE), Jammu, **with the request to recover the penalty amount from the retired officer under intimation to this department.**
9. OSD to Hon'ble Minister, Jal Shakti Department, J&K.
10. Pvt. Secretary to the Financial Commissioner (ACS), Jal Shakti Department, J&K.
11. Concerned.
12. I/c Website.
13. Government Order file (w.2.s.cs).

  
(Sahil Mahajan) I/c AS  
Under Secretary to the Government  
Jal Shakti Department