

Government of Jammu & Kashmir
DIRECTORATE OF YOUTH SERVICES & SPORTS
Jammu/Srinagar

Sub:- Finalization of Seniority of Physical Education Masters of Kashmir Division-
Disposal of Objections thereof.

Order No. 02 -DGYSS of 2026
Dated:- 23-01-2026

Whereas, the administrative department vide YSS-Adm/14/2022-02-YSS&S Dated:-
- 16-01-2025 advised to update the seniority list of Physical Education Masters in terms
of SRO-375 of J&K Decentralization & Recruitment Act 2010 issued by General
Administration Department; and;

Whereas, the Directorate Youth Services & Sports, J&K vide order no. DG-
YSS/Estt/604-627 Dated:- 11-04-2025, constituted Division Level Committees headed
by the concerned Joint Director accordingly authorized them to prepare the Division
wise seniority of Physical Education Masters as per rules in vogue and it was further
ordered that the concerned Joint Directors Youth Services & Sports will prepare the
draft seniority lists and ensure that all the rules & regulations governing the formulation
of seniority list are strictly adhered to. The final seniority lists shall be issued only after
being vetted by the Directorate as per the rules in vogue: and;

Whereas, in supersession of order no. DG-YSS/Estt/604-27 Dated:- 11-04-2025,
a committee constituted under the chairmanship of Joint Director Youth Services &
Sports Jammu to finalize the seniority of Physical Education Masters of both the Division
vide order No. DG-YSS/Estt/14754-78 Dated:-26-11-2025 and;

Whereas, Joint Director, Youth Services & Sports, Kashmir had issued tentative
seniority list of Physical Education Masters of Kashmir Division vide notice no.
JDK/YSS/Estt/48-III/6565-78; Dated: 31-12-2025 and;

Whereas, the committee has received 58 from Kashmir Division from the
stakeholders within 21 days from the Date of Publication of the Notice and;

Whereas, the Committee constituted vide order No. DG-YSS/Estt/14754-78
Dated:-26-11-2025 met on 22-01-2025 and the objections have been examined/
scrutinized thoroughly by the committee and necessary corrections/additions/deletions
have been made in the seniority list as indicated below;






S.No.	Name of the official	Place of Posting	Contents of the objection	Remarks
01	Sunita Pandita	GHS Zaindar	Correction in name and degree	After examination of the objection, the required rectification has been carried out in the seniority list.
02	Abdul Latief Rather & others	PEL District Budgam	Several officials who are lower in Merit and place above me	<p>Upon examination of the objection, it is evident that the appointment orders pertaining to four districts, namely Srinagar, Budgam, Baramulla, and Kupwara, were issued on the same date, i.e., 07-11-1997. Subsequently, the Directorate, in order to preserve the merit position determined by the SSRB, accorded notional date of appointment to certain aggrieved Physical Education Teachers (PETs) vide Order No. DG-YSS/Estt/15068-80 dated 28-11-2025, whose appointment orders had been delayed on account of administrative exigencies such as verification of documents, CID verification, pendency of litigation, etc.</p> <p>It is well settled in service jurisprudence that where an employee is granted a notional date of appointment to remove administrative injustice, such notional fixation is intended to place the employee in the same position as if the appointment had been made on the due date, particularly for the purposes of seniority and other consequential service benefits, unless specifically excluded by the governing order.</p> <p>In this context, Rule 24 of the J&K Civil Services (Classification, Control & Appeal) Rules, 1956 categorically provides that <i>"the inter se seniority of two or more persons appointed on the same date shall be determined by their merit at the time of selection."</i> Consequently, once the appointments are deemed to have been made on the same date by virtue of grant of notional effect, the inter se seniority necessarily has to be regulated strictly in accordance with the SSRB merit position, irrespective of the actual dates on which</p>






				<p>appointment orders were physically issued.</p> <p>Any deviation from merit-based seniority in such circumstances would defeat the very purpose of granting notional appointment and would amount to arbitrary discrimination, offending the principles of equality under Articles 14 and 16 of the Constitution and settled law that an employee cannot be penalized for delays attributable to the administration.</p> <p>Accordingly, the objection raised, insofar as it seeks denial of merit-based seniority despite grant of notional date of appointment, is untenable in law and contrary to established principles of service jurisprudence.</p>
03	Abdul Lateef Malla	PEM BHSS Soibugh	Not included in the tentative Seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
04	Syed Arshad Ahmad Andrabi	GHS Gudoora	Not listed at right place in the seniority list	After examination of the objection, the required rectification has been carried out in the seniority list as per rules in vogue.
05	Mohd Iqbal Lone		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
06	Mushtaq Ahmad Parray		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
07	Gurmeet Kour		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
08	Daljeet Kour		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
09	Manzoor Ahmad Dar		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
10	Riyaz Ahmad Ahangar		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
11	Gh.Nabi Rather	GHS Hazratbal	Not listed at right place in the seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.

12	Ashaq Hussain Rather	HSS Hillar Ang.	Shown at s.no 341 being notional benefit awarded wef 27-02-2015	After examination of the objection, the required rectification has been carried out in the seniority list.
13	Irshad Hussain Wani	BHS Amdakadal Sgr.	Wrong entry of Ist Appointment date	After examination of the objection, the required rectification has been carried out in the seniority list.
14	Peer Bashir Ahmad	BHSS Vilgam	Wrong Emp. Code and Name	After examination of the objection, the required rectification has been carried out in the seniority list.
15	Mohd Amin Lone	DYSSO Kupwara	In correct DOB	After examination of the objection, the required rectification has been carried out in the seniority list.
16	Shabir Ahmad Shah	HSS Anantnag	Several officials who are lower in Merit and place above me	<p>The objection regarding incorrect placement in the seniority list on the ground of higher merit has been examined. The objector has not produced any documentary evidence or selection/merit record in support of the claim. The matter was also taken up with the recruiting agency (SSRB); however, no selection or merit record is available either with the objector or with this office.</p> <p>In the absence of any authenticated selection record, the claim cannot be verified, and seniority cannot be determined or altered on the basis of unsubstantiated assertions. The seniority has, therefore, been finalized on the basis of available official records and verified service particulars. the objection is accordingly not tenable and is rejected. If any authenticated selection record issued by the competent authority is produced in future, the same may be examined separately in accordance with rules.T</p> <p>After examination of the objection, the required rectification has been carried out in the seniority list.</p>
17	Shakeela Akhter	I/C ZPEO Qazigund	Wrong DOB	After examination of the objection, the required rectification has been carried out in the seniority list.
18	Mohd Abass Malik	GHS Panzath Ang.	Inclusion Of I/C PELs Difference in Cadre Status	<p>The tentative seniority list has been prepared strictly as per applicable rules and instructions and does not extend any retrospective benefit beyond what is admissible. The existing seniority position does not disturb any settled service position. It results in no reversion, displacement, or denial of accrued benefits. Accordingly, the settled position is not liable to be disturbed. The seniority reflected in</p>
19	Farooq Ahmad Wagay	GHS DH Pora Ang.	--Do--	
20	Gh. Mohi-u-Din Bhat	HS Sopat Kul.	--Do--	
21	Nazir Ahmad Wani	HS Hawoora Kul.	--Do--	

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22	Mohd Ashraf Dar	HSS Vessu Ang.	--Do--	<p>the tentative list has no bearing on the cadre in which the incumbents are presently working. PEMs, ZPEOs and PELs continue in their respective cadres, and the impugned seniority entails no adverse cadre-wise or financial implications.</p> <p>That subsequent to issuance of the relevant orders, another Departmental Promotion Committee was convened, during which no such issue was raised. The objectors also remained silent for several years thereafter. The claim is therefore hit by delay, acquiescence, and finality of administrative action. The reopening the issue at this belated stage would unsettle long-standing arrangements and is not administratively tenable. No new fact, rule, or direction has been brought on record warranting reconsideration.</p> <p>That equity in service matters must be applied in a balanced manner. Any retrospective alteration at this stage, in the absence of statutory mandate, would prejudice officers whose service conditions have long since crystallized. Equity thus lies in maintaining the existing settled arrangement.</p> <p>That the claim is also hit by the Government instructions Circular No. 41-JK(GAD) of 2021 dated 06.10.2021 governing belated and time-barred matters. Claims raised after an inordinate delay, having financial and service implications, are not entertainable once the issue has attained finality. That fixation of seniority is a distinct administrative exercise and does not, by itself, confer or modify the date of regularization.</p> <p><i>In view of the above, the claim is not entertainable.</i></p>
23	Gowhar Shameem	BHS Lawaypora Sgr.	--Do--	
24	Tabasum Gani	HS Batangoo Ang.	--Do--	
25	Mehjabeena Gani	HSS Guree Ang.	--Do--	
26	Sheikh Shafqat Iqbal	I/C DYSSO Gbl.	Several officials who are lower in Merit and place above me	<p>Upon examination of the objection, it is evident that the appointment orders pertaining to four districts, namely Srinagar, Budgam, Baramulla, and Kupwara, were issued on the same date, i.e., 07-11-1997. Subsequently, the Directorate, in order to preserve the merit position determined by the SSRB,</p>

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accorded **notional date of appointment** to certain aggrieved Physical Education Teachers (PETs) vide **Order No. DG-YSS/Estt/15068-80 dated 28-11-2025**, whose appointment orders had been delayed on account of administrative exigencies such as verification of documents, CID verification, pendency of litigation, etc.

It is well settled in **service jurisprudence** that where an employee is granted a **notional date of appointment** to remove administrative injustice, such notional fixation is intended to place the employee in the same position as if the appointment had been made on the due date, particularly for the purposes of **seniority and other consequential service benefits**, unless specifically excluded by the governing order.

In this context, **Rule 24 of the J&K Civil Services (Classification, Control & Appeal) Rules, 1956** categorically provides that "*the inter se seniority of two or more persons appointed on the same date shall be determined by their merit at the time of selection.*" Consequently, once the appointments are deemed to have been made on the same date by virtue of grant of notional effect, the **inter se seniority necessarily has to be regulated strictly in accordance with the SSRB merit position**, irrespective of the actual dates on which appointment orders were physically issued.

Any deviation from merit-based seniority in such circumstances would defeat the very purpose of granting notional appointment and would amount to **arbitrary discrimination**, offending the principles of **equality under Articles 14 and 16 of the Constitution** and settled law that an employee cannot be penalized for delays attributable to the administration.

Accordingly, the objection raised, insofar as it seeks denial of merit-based seniority despite grant of notional date of appointment, is **untenable in law and**

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				contrary to established principles of service jurisprudence.
27	Peerzada Arshad Ahmad	HS Awantipora	Correction in Name	After examination of the objection, the required rectification has been carried out in the seniority list.
28	Parvinder Kour	GHSS Sonwar	Not included in the tentative Seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
29	Riyaz Ahmad Dar	MPML HSS	My seniority altered and shifted	After examination of the objection, the required rectification has been carried out in the seniority list and correctly placed in the seniority list in terms of rules in vogue.
30	Fayaz Ahmad Tantray		Selective assignment of dates has created artificial Seniority and clear discrimination	<p>That fixation of seniority is a distinct administrative exercise and does not, by itself, confer or modify the date of regularization. The tentative seniority list has been prepared strictly as per applicable rules and instructions and does not extend any retrospective benefit beyond what is admissible. The existing seniority position does not disturb any settled service position. It results in no reversion, displacement, or denial of accrued benefits. Accordingly, the settled position is not liable to be disturbed. The seniority reflected in the tentative list has no bearing on the cadre in which the incumbents are presently working. PEMs, ZPEOs and PELs continue in their respective cadres, and the impugned seniority entails no adverse cadre-wise or financial implications.</p> <p>That subsequent to issuance of the relevant orders, another Departmental Promotion Committee was convened, during which no such issue was raised. The objectors also remained silent for several years thereafter. The claim is therefore hit by delay, acquiescence, and finality of administrative action. The reopening the issue at this belated stage would unsettle long-standing arrangements and is not administratively tenable. No new fact, rule, or direction has been brought on record warranting reconsideration.</p> <p>That equity in service matters must be applied in a balanced manner. Any retrospective alteration at this stage,</p>
31	Mubeen Ahmad Khan		Selective assignment of dates has created artificial Seniority and clear discrimination	
32	Bashir Ahmad Mir		Selective assignment of dates has created artificial Seniority and clear discrimination	
33	Gh. Nabi		Selective assignment of dates has created artificial Seniority and clear discrimination	
34	Shafat Ahmad Pandit		Selective assignment of dates has created artificial Seniority and clear discrimination	
35	Zahoor Ahmad Mir		Selective assignment of dates has created artificial Seniority and clear discrimination	
36	Javid Anwar		Selective assignment of dates has created artificial Seniority and clear discrimination	
37	Shabir Ahmad		Selective assignment of dates has created artificial Seniority and clear discrimination	
38	Mohd Shafi Wani		Selective assignment of dates has created artificial Seniority and clear discrimination	
39	Nasir Ahmad Ganai		Selective assignment of dates has created	

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			artificial Seniority and clear discrimination	<p>in the absence of statutory mandate, would prejudice officers whose service conditions have long since crystallized. Equity thus lies in maintaining the existing settled arrangement.</p> <p>That the claim is also hit by the Government instructions Circular No. 41-JK(GAD) of 2021 dated 06.10.2021 governing belated and time-barred matters. Claims raised after an inordinate delay, having financial and service implications, are not entertainable once the issue has attained finality.</p> <p><i>In view of the above, the claim is not entertainable.</i></p>
40	Shahzada Tabasum		Selective assignment of dates has created artificial Seniority and clear discrimination	
41	Nayeema Mustafa		Selective assignment of dates has created artificial Seniority and clear discrimination	
42	Iqbal Jeet Singh		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.
43	Mohammad Altaf Dar		Several officials who are lower in Merit and place above me	<p>After examination of objection, it seems that the selection lists of four Districts viz Srinagar, Baramulla, Kupwara, Budgam issued on different dates but their appointments order issued on same date i.e. 07-11-1997. However, in terms of Rule 24 of J&K Civil Services (Classification, Control and Appeal) Rules, 1956, the seniority shall be fixed from the Date of Appointment and the inter se seniority necessarily has to be regulated strictly in accordance with the SSRB merit position and not from the Date of Selection. Hence, the claim of the objector is rejected.</p>
44	Rajesh Khanna Dhar		Erroneously amalgamated into a single seniority list	<p>After examination of objection, it seems that the selection lists of four Districts viz Srinagar, Baramulla, Kupwara, Budgam issued on different dates but their appointments order issued on same date i.e. 07-11-1997. However, in terms of Rule 24 of J&K Civil Services (Classification, Control and Appeal) Rules, 1956, the seniority shall be fixed from the Date of Appointment and the inter se seniority necessarily has to be regulated strictly in accordance with the SSRB merit position and not from the Date of Selection. Hence, the claim of the objector is rejected.</p>
45	Ajay Raina		Erroneously amalgamated into a single seniority list	
46	Rouf Ahmad Khan		Several officials who are lower in Merit and place above me	After examination of the objection, the required rectification has been carried out in the seniority list.

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47	Ramesh Kumar	Hari Singh HSS Migrant Camp Bohri	C P I S No D. O. A	After examination of the objection, the required rectification has been carried out in the seniority list.
48	Rajinder Koul	I/c ZPEO (Retd.)	Rectify the seniority position	After examination of the objection, the required rectification has been carried out in the seniority list.
49	Gurmukh Singh Dutta	I/c DYSSO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
50	Abdul rehman Paddar	I/c ZPEO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
51	Harikesh Koul	I/c ZPEO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
52	Usha Kumari	I/c ZPEO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
53	Veerji Bhat	I/c ZPEO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
54	Ashok Kumar Raina	I/c ZPEO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
55	Mohd Hussain	I/c DYSSO Kargil(Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
56	Mohd Hussain Shah	I/c ZPEO (Retd.)	Inclusion of name in seniority list	After examination of the objection, the required rectification has been carried out in the seniority list.
57	Niyaz Ahmad Wani	PEL, GHSS Zadibal	Rectification of Seniority	After examination of objection, it seems that the selection lists of four Districts viz Srinagar, Baramulla, Kupwara, Budgam issued on different dates but their appointments order issued on same date i.e. 07-11-1997. However, in terms of Rule 24 of J&K Civil Services (Classification, Control and Appeal) Rules, 1956, the seniority shall be fixed from the Date of Appointment and the inter se seniority necessarily has to be regulated strictly in accordance with the SSRB merit position and not from the Date of Selection . Hence, the claim of the objector is rejected.
58	Abdul Latief Rather	PEL, District Budgam	Several officials who are lower in Merit and place above me	After examination of objection, it seems that the selection lists of four Districts viz Srinagar, Baramulla, Kupwara, Budgam issued on different dates but their appointments order issued on same date i.e. 07-11-1997. However, in terms of Rule 24 of J&K Civil Services (Classification, Control and Appeal) Rules, 1956, the

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				seniority shall be fixed from the Date of Appointment and the inter se seniority necessarily has to be regulated strictly in accordance with the SSRB merit position and not from the Date of Selection . Hence, the claim of the objector is rejected.
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Now, therefore, in view of the above, all the objections received to the tentative seniority list have been examined individually. General/clerical objections, wherever supported by record, have been accepted and necessary corrections carried out. Substantive objections seeking regularization, retrospective seniority, or alteration of settled positions have not been found tenable and are rejected. The seniority list is accordingly finalized, subject to the permissible clerical corrections.

No. DG-YSS/Estt/ 19473-87
Dated:- 23-01-2026

(Anuradha Gupta), JKAS
Director General
Youth Services & Sports, J&K

Copy to the:-

1. Commissioner Secretary to Govt., Youth Services & Sports Department, Civil Secretariat J&K, Jammu/Srinagar for kind information.
2. Joint Director Youth Services & Sports Kashmir for information.
3. All District Youth Services & Sports Kashmir Division for information.
4. I/c Website for upload on website.
5. Office file.