

Government of Jammu & Kashmir  
**Forest, Ecology & Environment Department**  
Civil Secretariat, Jammu/Srinagar

**Subject:- Complaint against Shri Satish Singh Manhas, then Assistant Director FPF Gamma Unit, J-02 Sidhra – initiation of inquiry thereof.**

**Government Order No:- 97 - JK (FST) of 2022**  
**Dated: -01 -07-2022**

Whereas, the employees of Forest Protection Force in the year, 2017 have lodged a complaint against Shri Satish Singh Manhas, Assistant Director Forest Protection Force Gamma Unit J-02 Sidhra alleging misbehavior / harassment of officials, bribery and Various types of threats to the subordinate employees;

Whereas, the Director, Forest Protection Force vide office order No.7 DFPF of 2018 dated 04-01-2018 has appointed Shri Vivek Modi, Dy. Director, Forest Protection Force Batote, as inquiry officer; and

Whereas, the inquiry Officer submitted his preliminary Inquiry report vide letter No.1319-20/J9/2017-18 dated.27-03-2018 and recommended in the report following findings:-

*The enquiry officer has observed during the course of enquiry that many cases of absenteeism and misconduct have been under investigation in the office of the Deputy Director, Forest protection Force Gamma Unit J2-Sidhra against the enrolled members. Since most of these cases are related to unauthorized absence from duty and at the same time, the enrolled members are of the view that the officers and the lower staff are treated differently as far as the conduct of official duty is concerned, therefore, in order to ensure transparency in the conduct of official duty, both by the officers as well as the line staff, biometric attendance system may be got installed in the Gamma Unit.*

*As there is an allegation against the accused officer in the nature of alleged sexual harassment, therefore, in order to avoid any incident of sexual harassment at Gamma Unit and also in keeping with the Vishaka case guidelines, an Internal Committee (ICC) be immediately constituted with the involvement of a third party/ NGO having familiarity with the subject matter and regular Employer- Employee meetings should be held to give a platform to the employees to raise the issues of sexual harassment, if any.*

Whereas, vide FPF Office Order No.591-DFPF of 2018 dated 11-07-2018, Shri Satish Singh Manhas, I/C Assistant Director-II was attached in the Office of Joint Director, Forest Protection Force -Jammu pending enquiry initiated against him;

Whereas, after preliminary Inquiry conducted by Deputy Director, FPF Gamma Unit J9-Batote, the Forest Protection Department vide Order No.460-DFPF of 2018 dated 12-05-2018 constituted a Committee comprising of Shri Suresh Kumar Bhat, Deputy Director, Kishtwar & Shri Vijay Kumar, Deputy Director, Kathua to conduct the departmental inquiry in the matter. The Inquiry officer has submitted his report and concluding Para of which is reproduced as under:-

*"It is an administrative issue and needs to be dealt accordingly. It will be in the interest of Forest Protection Force that cordial and disciplinary relationship at least should prevail between subordinates and superiors. In this particular case, situation*



*appears to be on the hashed side from the superior officer as 34 subordinate's officials have expressed their resentment. It is therefore, recommended that whole matter may be taken in right perspective and action taken accordingly by way of impressing on both sides so that Govt. work may not suffer on this accord"*

Whereas, vide Govt. Order No.252-FST of 2018 dated 31-07-2018 Shri Parveen K.Ragav, IFS, the then Regional Director, Social Forestry Department Jammu was appointed as inquiry officer to examine the second inquiry report. The Inquiry Officer submitted his inquiry report vide no. PS/SST/inquiry/Misc/2020 dated. 11.02.2020, with the following recommendations:-

*A note of "Censure be issued against*

- a. *Sh. Satish Singh Manhas, Assistant Director, J&K FPF.*
- b. *Sh.Svarn Singh, GD-5782, J&K FPF.*
- c. *Sh. Ajay Sharma, GD-5803, I/c Dy. Inspector, J&K, FPF.*
- d. *Sh. Parveen Singh, FRT-143, Watcher J&K, FPF*

*for bringing bad name and disrepute to an important institution of FPF which is entrusted with an important task of protecting green gold of J&K.*

*Since, under J&K Forest (Protection) Force Rules, 2022, Schedule III (Annexure 16) the Director FPF has the power to "Censure" an FPF Official upto the level of Assistant Director, hence Director FPF may be advised to act accordingly under intimation to Administrative Department.*

*Further a Stern individual warning be issued to all these four officials to desist in future from infighting and defaming the institution by repeated allegations and counter allegations and taking the internal issues to media, failing which strict disciplinary action may be initiated against them.*

*The Biometric System of Attendance be strictly implemented in different Gamma Units of J&K, FPF to check any tendency of absenteeism amongst field functionaries.*

Whereas, the case was again examined afresh in the matter viz a viz the earlier inquiry reports and given the severity of allegations, it was felt that in order to reach at a definite conclusion, it is expedient to conduct a fresh inquiry in the matter.

Now, therefore, Shri S. Senthil Kumar, IFS, CCF (Vigilance) is hereby appointed an Inquiry Officer to conduct in-depth Inquiry in to the alleged allegations against Mr. Sh. Satish Singh Manhas, Assistant Director Forest Protection Force and submit his report with recommendations in the matter within 15 days from the date of issuance of this order.

The inquiry shall be conducted with following terms of reference: -

1. The complaint lodged by employees of FPF against Shri Satish Manhas , Assistant Director, FPF , with regard to charges of Misbehavior/ Harassment of officials/ Bribery and various threats to the subordinate employees;
2. Allegation of sexual harassment case as pinpointed in the 1st inquiry report in the matter.
3. Similar nature of allegations in the past against the officer on which he was allegedly transferred to Doda in 2009.



The inquiry officer shall submit his report/findings to the administrative department alongwith recommendations within a period of 15 days from the date of issuance of order. Any modification in posting shall not debar inquiry officer of performing his duties as mentioned above.

It is further ordered that Shri Dawanjeet Singh Administrative Officer, Forest Protection force shall be presenting officer in the case.

During the period of fresh enquiry Shri Satish Singh Manhas, Assistant Director Forest Protection Force shall remain attached with the office of Chief Conservator of Forests, Jammu.

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

*Sd/-*

**(Sanjeev Verma), IAS**

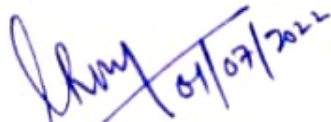
Commissioner/Secretary to the Government

No: FST-COMP/19/2021-4

Dated: 01 -07-2022

Copy to the:-

1. Principal Secretary to the Hon'ble Lieutenant Governor, J&K.
2. Principal Secretary to the Government, General Administration Department.
3. Joint Secretary (J&K), Ministry of Home Affairs Government of India.
4. Director, Forest Protection Force.
5. Chief Conservator of Forests, Jammu.
6. Shri Dawanjeet Singh, Administrative Officer, Forest Protection Force Department.
7. Shri Satish Singh Manhas, Assistant Director Forest Protection Force Department.
8. Private Secretary to the Chief Secretary.
9. Private Secretary to Principal Secretary to Government, General Administration Department.
10. Private Secretary to Commissioner/Secretary to Government, Forest, Ecology & Environment Department.
11. Government Order file/Stock file.



**(Rouf Ahmad Bhat)**

Under Secretary to the Government

