

**IN THE HIGH COURT OF JAMMU & KASHMIR AND
LADAKH AT SRINAGAR**

Reserved on: 14.08.2026

Pronounced on: 29.08.2026

Uploaded on: 29.08.2026

*Whether the operative part or full
judgment is pronounced: **Full***

WP(C) No.2583/2023

HAKEEM ISHFAQ AHMAD & OTHERS

...PETITIONER(S)

Through: - Ms. Syed Tabasum Zaffar Jalali,
Advocate.

Vs.

UT OF J&K AND OTHERS

...RESPONDENT(S)

Through: - Mr. Mohammad Younis,
Assisting Counsel.

CORAM: HON'BLE MR. JUSTICE SANJAY DHAR, JUDGE

JUDGMENT

1) The petitioners, through the medium of present petition, have sought a direction upon the respondents to regularize their services on the posts which they are holding at present, with all consequential benefits.

2) As per case of the petitioners, they are employees of the J&K Small Scale Industries Development Corporation Limited (SICOP). It has been submitted that the SICOP is a fully owned Government company and it came into

existence in the year 1975 and has been incorporated under the Companies Act.

3) According to the petitioners, they were appointed in SICOP on different dates, as mentioned in Annexure-I to the writ petition and all of them have completed more than seven years of service in the Corporation. It has been submitted that the petitioners are working for the last two decades on temporary, *ad hoc* and contractual basis and they are holding different posts, including District Manager, Technical Assistant, P.A. to General Manager, J.E., Driver, Assistant Accountant, Ledger Assistant, Legal Assistant and Public Paravkar and they are being paid salary on the basis of regular pay scales.

4) It has been submitted that SICOP has framed the Jammu & Kashmir Industrial Development Corporation (SICOP) Staff Service Rules, 1977, and the conditions of service of its employees are regulated by the decisions of the Board of Directors.

5) According to the petitioners, in 83rd meeting of the Board of Directors of SICOP, held on 10.07.2012, a decision was taken to constitute a Committee of senior officers of the Corporation, namely, Senior General Manager, Jammu,

