

**Government of Jammu and Kashmir
Agriculture Production Department
Civil Secretariat, Srinagar/Jammu.**

Subject: Un-authorized absence of Dr. Iram Mushtaq, Technical Officer to DSHO, Budgam - termination thereof.

Government Order No. 78 -JK(APD) of 2022

D a t e d: 23-06-2022

Whereas, on the recommendation of J&K Public Service Commission, Dr. Iram Mushtaq was appointed as Veterinary Assistant Surgeon in Sheep Husbandry Department, J&K vide Government Order No. 201-ASH of 2009 dated 30.12.2009;

Whereas, the Director, Sheep Husbandry, Kashmir vide his letter No.DSHK/PF-01/G/8704-09 dated 15.09.2021, has intimated that Dr. Iram Mushtaq, Technical Officer to District Sheep Husbandry Officer, Budgam initially proceeded on three months child care leave sanctioned vide order No.304-SHD of 2019 dated 18.02.2019;

Whereas, Dr. Iram Mushtaq applied for 19-days extension of Child care leave w.e.f 21.05.2019 to DSHO, Budgam, which was sanctioned vide order No. 61-SHD of 2019 dated 30.05.2019 with the condition that there shall be no further extension of the leave;

Whereas, Dr. Iram Mushtaq, VAS has resumed her duties on 11.06.2019 at DSHO, Budgam and she has again applied for 05-months earned leave with station permission from 01.09.2019 through DSHO, Budgam and the same was sanction vide Order No. 242-SHD of 2019 dated 31.12.2019;

Whereas, Dr. Iram Mushtaq, VAS was supposed to resume her duties on 29.01.2020 after availing 150-days earned leave but she failed to join her duties. The DSHO, Budgam vide letter No. DSHOB/Estt/19-20/2790 dated 24.01.2020 and DSHOB/Estt/19-20/3044-47 dated 15.02.2020 directed her to resume her duties;

Whereas, Dr. Iram Mushtaq, VAS did not join back her duties but applied for another two months medical leave w.e.f 29.01.2020 to 16.03.2020, which was rejected by the DSHO, Budgam. Later on, the officer joined on 17.03.2020, thereby, a post-facto sanction was accorded for 48 days earned leave in favour of Dr. Iram Mushtaq, VAS vide Order No.96-SHD of 2020 dated 15.07.2020 w.e.f 29.01.2020 to 16.03.2020;

Whereas, Dr. Iram Mushtaq, VAS has again applied for maternity leave w.e.f 19.07.2020, the six months Maternity leave was also sanctioned vide Order No.201-SHD of 2020 dated 09.10.2020 in her favour w.e.f 19.07.2020 to 19.01.2021;

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Whereas, Dr. Iram Mushtaq, VAS has again applied for two months child care leave w.e.f 15.01.2021 and the same was also sanctioned vide order No.471-SHD of 2021 dated 15.03.2021 and she had to resume her duties on 16.03.2021. Instead of resuming her duties, she sought again extension for two months Child Care leave;

Whereas, the Director, Sheep Husbandry, Kashmir vide his letter No. DSHK/PF-01/G/912-13 dated 20.04.2021 directed Dr. Iram Mushtaq, VAS to appear in person before the District Sheep Husbandry Officer, Budgam to prove that she had not left the station. Neither, she resumed her duties, nor she presented herself before the DSHO, Budgam;

Whereas, the Director, Sheep Husbandry, Kashmir vide his letter No.DSHK/PF-01/G/3614 dated 24.06.2021 asked DSHO, Budgam to conduct an enquiry regarding un-authorized absence of Dr. Iram Mushtaq, Technical Officer to DSHO, Budgam;

Whereas, DSHO, Budgam vide his letter No.DSHOB/Estt/2021-22/1712 dated 23.08.2021 intimated that Dr. Iram Musthaq, VAS continued to remain on unauthorized absence from legitimate duty and a notice was served informing Dr. Iram Mushtaq, Technical Officer to DSHO, Budgam: "you continue to remain on un-authorized absent from duty w.e.f 16.03.2021 and have remained away from your duties for most of the time during last 02 years and it appears that you are not interested in your job and are reportedly out of the place as you are neither traceable nor you attended the office of DSHO, Budgam in person";

Whereas, the Director, Sheep Husbandry, Kashmir have served the Final Notice vide No. DSHK/PF-01/G/8704-09 dated 15.09.2021 upon you and directed you to resume your duties within Fifteen (15) days from the issuance of Final Notice. In case, you again failed to resume duty in stipulated time, further necessary action i.e your termination from services would be initiated against you under Article 128 of J&K CSR Vol.1 without further notice;

Whereas, the Director, Sheep Husbandry, Kashmir vide letter No. DSHK/PF-01/G/109 dated 27.04.2022 informed that Dr. Iram Mushtaq, Technical Officer to DSHO, Budgam did not responded to the Final Notice and continue to remain on unauthorized absence from duty w.e.f 16.03.2021;

Whereas, you remained on unauthorized absence from duties for more than 02-years from the date of your sanctioned Child Care leave vide Order No. 471-SHD of 2021 dated 15.03.2021 that stood expired and amounts to the loss of service;

Whereas, after completion of all formalities, the Director, Sheep Husbandry, Kashmir has recommended the termination of Dr. Iram Muahtaq, VAS from J&K Sheep Husbandry (Gazetted) services; and

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