

Government Medical College, Srinagar

10-Karan Nagar, Srinagar, Kashmir, 190010. Phone No. 0194 -2504114, Fax. 0194-2503115.

Dr. Sabiha Ashraf,
Lecturer on Academic Arrangement Basis,
Department of Pathology
Govt. Medical College
Srinagar.

No: GS-MC/L-AAB/Path/ 470-79
Subject: **Explanation.**

Dated: 24/03-2021

Whereas, you had applied for (04) weeks leave without honorarium on health grounds w.e.f. 01-02-2021 to 28-02-2021 forwarded by HOD Pathology GMC Srinagar vide Endst. No. HOD/Path/MC/NO/921 Dated. 01-02-2021;

Whereas, as per SRO-418 of 2007 dated: 11.12.2007 read with SRO-141 of 2014 dated: 22.05.2014, contractual staff is not ordinarily entitled to any such leave without remuneration barring certain compelling circumstances like accident or serious illness and that too for only 30 days;

Whereas, you proceeded on the said leave without its proper sanction and submitted another application for extension of (02) more weeks leave without honorarium w.e.f. 01-03-2021 to 14-03-2021, which you have also availed prior to its sanction;

Whereas, the HOD Pathology vide No. HOD/Path/MC/1038 Dated. 18-03-2021 has informed that you have not resumed duties till date;

Whereas, in departure to normal mode of recruitment, your engagement on Academic Arrangement Basis has been made to ensure un-interrupted patient care services delivery in this Institution and smooth conduct of the academic activities in the Department;

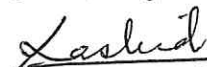

Whereas, in view of your prolonged un-authorized absence for about 51 days now, both patient care and academic programmes of the Department have got adversely affected;

Whereas, continuation of personnel engaged on Academic Arrangement Basis is always subject to better performance and in view of your poor performance/derelection of duties, you are liable to be disengaged from the present engagement.

Whereas, in the interest of fair-play an opportunity of being heard is afforded to you to explain your position;

Now, therefore, in light of above, you are hereby directed to resume your duties forthwith and explain your position within (03) days, failing which it shall be presumed that you have nothing to say in your defense and further course of action as warranted under rules will be taken without any further notice to you.

Your reply in this behalf should reach to the Office of the undersigned through HOD concerned with his definite remarks.


Prof. (Dr.) Samia Rashid 23/3/2021
Principal/Dean 

Copy to the:-

- 1) HOD Pathology Govt. Medical College, Sgr. with the request to kindly got the explanation served to the incumbent on her home address.
- 2) Chief Accounts Officer, Govt. Medical College, Srinagar.
- 3) I/C I.T Section, GMC, Sgr with the directions to upload the explanation on official website of GMC, Sgr.