



Government of Jammu & Kashmir  
Directorate of School Education Kashmir



**Sabia Jan**  
**Teacher, GMS Qaimoh,**  
**Kulgam**

No: DSEK/Estt/III/B-Trs/MZ/91/021/8775

Dated: 20/06/2023

**Final Show Cause Notice**

Whereas, you availed Child Care leave for one month w.e.f. **24/02/2020** but after expiry of leave instead of resuming your duties, you remained un-authorizedly absent from your legitimate duties w.e.f **24/03/2020**; and

Whereas, you were given enough opportunities from time to time through Show Cause Notices dated: **15/06/2020**, **04/10/2020** (through print media) and on **31/12/2020** to resume your duties by the Drawing Disbursing Officer concerned, but you repeatedly failed to do so, however your reply of the notice dated: 31/12/2020, reveals that you had proceeded abroad without obtaining proper station leave permission/sanction of leave from the competent authority; and

Whereas, you were also served with the show cause notices by this office vide dated: 02/12/2022, 28/04/2022 and on 01/10/2022, wherein you were again provided an opportunity to explain the reasons as to why the action shall not be initiated against you for remaining un-authorizedly absent from your legitimate duties, however you reply to the show cause notices but was again found un-satisfactory and un-substantial; and

Whereas, in terms of circular instructions issued by the Finance Department under No. A/46(2017)-I-862 dated: 21/02/2019, ***"When a State Govt. employee who intends to visit foreign country on private affairs during the period of leave prior permission of the competent authority to leave the station is required"***

Whereas, you proceeded out side the country without sanction of leave/station leave permission from the competent authority, as such remained un-authorizedly absent from your legitimate duties which attracts action as warranted under Article 128 of J&K Civil Services Rules (Volume I) of 1956, which reads as under:-

***'Absence without leave or after the end of leave involves loss of appointment'.***

Whereas, the issue was placed before the Designated Committee in its various meetings and latest by 08/04/2022, where it was recommended that ***"Final Show Cause Notice be served"***.

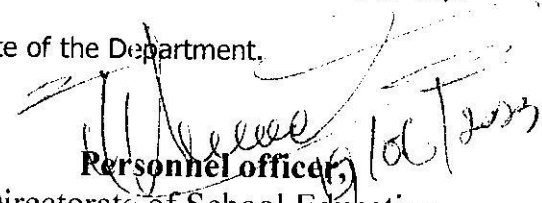
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Now, therefore a Final Show Cause Notice in terms of **Article 128 of J&K Civil Services Rules (Volume I) of 1956**, is hereby issued for remaining unauthorized absent from your legitimate duties w.e.f **24/03/2020** & an opportunity is hereby again given to you as to why the Department shall not terminate your services w.e.f 24/03/2020 and your reply in the defense if any, must reach to this Directorate within 07 days after issuance of this notice, failing which it shall be construed that you have nothing to say in this regard and proposed action shall be initiated against you without any further notice.

**Sd/-**  
**Director,**  
School Education Kashmir

**Copy to the:**

1. Principal Secretary to Govt., School Education Department, Civil Secretariat Srinagar for favour of information.
- ✓ 2. Director Information & Public Relation, Kashmir for information with the request to publish the notice for information of the concerned in two leading Newspapers concerned Kashmir based .
3. Chief Education Officer, Kulgam for information and further necessary action, with the request to serve the notice to the Teacher at her last known address against a proper receipt. The compliance of the same shall be shared with this Directorate within two days positively.
- ✓ 4. I/C website for hoisting the same on the official website of the Department.

  
**Personnel officer,**  
Directorate of School Education  
Kashmir