



**OFFICE OF THE PRINCIPAL
GOVERNMENT MEDICAL COLLEGE BARAMULLA**

Principal-Gmcb@Jk.Gov.In | www.gmcbaramulla.com

Sh. Umar Shafi Banday

Storekeeper-cum-Clerk-cum-Computer Operator

Government Medical College, Baramulla

Residence: Yusuf Abad, Beerwah, Budgam

Emil.ID. Umarbanday@yahoo.com, Phone No. **8899600782**

Subject: - Final Show-cause Notice to resume duties, failing which major penalty will be recommended under relevant provisions of JKCSR to competent authority for termination of your service.

WHEREAS, you were appointed as Storekeeper-cum-Clerk-cum-Computer Operator at Government Medical College, Baramulla vide this office order dated 14-11-2019 in reference to Administrative Department communication No. ME/NG/NEW/GMC/02/2019 dated 24-10-2019, pursuant to JKSSB selection list dated 18-10-2019; and

Whereas, you joined this College on 16-11-2019 (F/N); and

Whereas, you left the station w.e.f. 20-05-2024 without any intimation to the immediate controlling officer; and

Whereas, you applied for leave on 27-05-2024 for a period of 07 months w.e.f. 20-05-2024, citing family obligations and personal health grounds; and

Whereas, your application was examined and, after perusal of leave accounts, it was found that you had already utilized and exhausted all forms of leave as per the leave account statement, which was accordingly intimated to you by this office vide notice bearing No. GMC/Bla/ADM/2024/1752-54 dated 12-08-2024, with the direction to resume duties forthwith; and

Whereas, you did not rejoin duties despite the said notice dated 12-08-2024; and

Whereas, you were again issued a reminder regarding exhaustion of all leave and resumption of duties, vide notice bearing No. GMC/Bla/ADM/2024/1960-62 dated 06-09-2024; and

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[Signature]

Whereas, this office, vide Order No. 294-GMCB of 2024 dated 06-09-2024, granted post facto sanction of 37 days earned leave in your favour w.e.f. 20-05-2024 to 25-06-2024 and 36 days leave-not-due w.e.f. 26-06-2024 to 31-07-2024; and

Whereas, you thereafter filed another representation dated 13-09-2024, received by this office, requesting for extra-ordinary leave without pay beyond the already sanctioned leave period, again citing family and personal issues; and

Whereas, this office, vide notice bearing No. GMC/Bla/ADM/2024/2136-38 dated 26-09-2024, examined your representation and, while responding in detail, directed you to report back to duty, as your absence beyond the sanctioned leave period was unauthorized and required to be decided before further consideration of your representation; and

Whereas, you submitted your rejoining in this Institute on 14-10-2024 in response to the notice dated 26-09-2024; and

Whereas, vide this office order no. GMC(Bla) 125 of 2024 dated 23-11-2024, you were directed to report to discharge duties as I/C Media and Creative cell; and

Whereas, you again applied for leave "whatever due" for a period of three months from 04-12-2024, which was diarized by this office vide receipt No. 621 dated 04-12-2024; and

Whereas, you were served with notice dated 09-01-2025 after examination of your representation dated 04-12-2024, wherein it was found that all your leave due stood exhausted as per the leave account statement, and you were therefore directed to resume duties within three days; and

Whereas, you resumed duties in response to the above notice on 13-01-2025; and two days after joining, you again filed an application seeking three months advance leave or, in the alternative, recommendation for deputation to GMC Srinagar, w.e.f. 15-01-2025, again citing family issues; and

Whereas, your representation was examined, and vide notice No. GMC/Bla/ADM/2025/390-394 dated 25-01-2025, you were informed that your leave

account was in negative balance and that your request could not be considered, as your absence was unauthorized, and you were directed to resume duty within three days positively, i.e. on or before 29-01-2025; and

Whereas, no response was received from you till 20-02-2025 and you continued to remain on unauthorized absence, which is against the Employees' Conduct Rules; and

Whereas, you were given a final notice bearing No. GMC/Bla/ADM/2025/794-98 dated 20-02-2025, directing you to resume duties within a period of seven (07) days from issuance of the said notice and join duties on or before 28-02-2025, failing which it would be presumed that you were not interested in continuation of service and action under relevant provisions of law would be initiated against you as per the Employees' Conduct Rules (JKCSR); and

Whereas, you filed an appeal for consideration before this office in response to the above notice dated 20-02-2025, citing various grounds for consideration; and

Whereas, your said appeal was duly examined and found devoid of merit, and you were directed vide notice No. GMC/Bla/ADM/2025/1124-27 dated 14-03-2025 to resume duties; and

Whereas, vide this office Order No. 271-GMCB of 2025 dated 15-07-2025, a Committee was constituted to enquire into your case and submit a detailed report to the competent authority; and

Whereas, vide this office Order No. 272-GMCB of 2025 dated 16-07-2025, you were placed under suspension and attached to the office of the Medical Superintendent, Associated Hospital GMC Baramulla; and

Whereas, the Committee so constituted met on 04-09-2025 and held detailed deliberations on the subject matter, examining your conduct from 20-05-2024 till date, in light of the available records, the series of notices were issued to you, as well as your responses and representations filed from time to time during the said period.

Whereas, perusal from the records, your conduct is unbecoming of a public servant and amounts to a blatant violation of service rules and discipline, thereby establishing that you are not interested in the continuation of your service; and

Whereas, the Committee in its meeting dated 04-09-2025 decided, in the interest of justice, to provide you with one last and final opportunity to resume the duties; and

FURTHER, the Committee has observed that your:

1. Gross Misconduct and Indiscipline –Your prolonged unauthorized absence, in defiance of explicit instructions, constitutes a serious breach of service discipline expected from a government employee.
2. Casual and Irresponsible Approach – Your repeated filing of applications with identical contents, soon after rejoining duty and without genuine justification, demonstrates disregard for institutional administrative writ.
3. Unnecessary Consumption of Administrative Time – By submitting application after application on the same grounds, you have compelled the administration to devote excessive time and resources to repeated examinations of the same matter, thereby hampering the smooth functioning of the College.
4. Pattern of Irregular Attendance – Joining duty only for short intervals before seeking further leave or remaining absent again has disrupted workflow and undermined the discipline of the establishment.

Therefore, in view of the above facts and circumstances of the case coupled with the legal position, prima facie constitutes gross misconduct under the service rules, and in exercise of powers under relevant provisions of the Jammu & Kashmir Civil Services Regulations (JKCSR) warrants major punishment.

Now, in the interest of justice as decided by committee constituted in this regard you are hereby called to resume duties within seven (07) days without any further representation or any other self-interpretation of law as quoted by you in your previous representation with a duly sworn affidavit from 1st Class judicial Magistrate to the effect that in case of any further attempt by you will waive your right from the date of issuance of this notice

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failing which major penalty under JKCSR will be initiated against you. This notice shall be deemed to be article of charge framed against you as you have been given sufficient time

Failure to resume duties within the stipulated period as mercy opportunity given to you in the interest of justice shall be construed as you are not interested to resume duties and the case will be processed for the imposition of an appropriate major punishment under J&K CSR for termination of your service.


(Prof.) Dr. Majid Jahangir
Principal
Govt. Medical College,
Baramulla.

GMC/BLA/ADM/2025/ 3599-3607

Dated: - 10/11/2025

Copy To the: -

1. Secretary to the Govt. H&ME Department, J&K for information.
2. Joint Director Information, Kashmir with the request to have the instant notice published in two leading daily newspapers having wide circulation.
3. Chief Accounts Officer, GMC Baramulla
4. Medical Superintendent, AH-GMC Baramulla
5. Assistant Legal Remembrancer, GMC Baramulla
6. Circulation among all members of the committee constituted in the matter.
7. In-charge Website, GMC Baramulla with the direction to get the instant notice uploaded as well served to the official via the electronic means also in addition to the speed post.
8. GRF/ RF