



C.No. 196143

Government of Jammu & Kashmir
Higher Education Department
Civil Secretariat, J&K

Ms. Maheen Mustafa
Principal, Government College for Women, Baramulla.

No: HED-GAZ/164/2022-04

Dated: 21-03-2023

Subject: Show Cause Notice -Explanation Thereof.

Whereas, it has come to the notice of the Department through print/ electronic media, that you have issued a Circular No. GDCW/B/2023/ 3011 dated 08-02-2023 wherein non specialized faculty has been assigned the duty of engaging classes of the Departments without staff, viz., Faculty of Education and Physical Education has been assigned the duty to engage classes of Political Science, Faculty of Chemistry has been assigned the duty to take classes of Public Administration, Faculty of Mathematics has been assigned the class work of Philosophy and similarly different faculty have been assigned the class work of faculty other than their own specialization; and

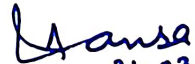

Whereas, the Department has engaged Academic arrangement candidates based on requirement furnished by Principal concerned through Director Colleges J&K against sanctioned vacant posts of particular subject; and

Whereas, Circular No. GDCW/B/2023/ 3011 dated 08-02-2023 circulated in the Print media has attracted serious criticism and has also maligned the image of the Department and such kind of act by a Government servant is unbecoming **under Section 3 of the J&K Govt. Employees (Conduct) rules 1971 and is treated as a serious negligence and dereliction of duties on the part of a Government Officer; and**

Whereas, in the meeting chaired by Principal Secretary Higher Education, it was deliberated and discussed upon that Academic Arrangement candidates will soon be engaged as per the requirement of specific colleges. During the meeting you were advised by the chair to clarify the order - circular issued by you which did not adhere to the assignment of subject specific teaching as envisaged by the regulations of UGC and appointments by Public Service Commission against subject specializations. However despite lapse of considerable time, necessary clarification has not been issued by your office and the Administrative Department has not been intimated about the action taken in the matter so far; and

Whereas, it has also come to the notice of the Department that you have issued the above mentioned circular - order without seeking prior approval of the competent authority.

In view of above, I am accordingly directed to serve you this show cause notice to explain your position within 07 days from the date of issuance of this notice, as to why action should not be initiated against you as warranted under J&K CSR and J&K Classification Control and Appeal rules.


(Dr Ashwani Hansa) JKAS
Under Secretary to the Government


Copy to the:

1. Director Colleges, J&K.
2. OSD to Hon'ble Advisor(B) for information of Hon'ble Advisor.
3. Principal Concerned.
4. PS to Principal Secretary to Government, Higher Education Department.