



**Government of Jammu and Kashmir  
Industries and Commerce Department  
Civil Secretariat, Srinagar/Jammu.**

**Subject: - Termination of services of Ms. Tahira Afzal, Knitting Instructor, Directorate of Industries & Commerce, Kashmir.**

**Government Order NO:- 164 -IND of 2019  
D a t e d :- 31 -07-2019**

Whereas, Ms. Tahira Afzal, AEO (OPC), Directorate of Industries & Commerce, Kashmir was deputed to J&K Women Development Corporation vide Government Order No. 142-GAD of 1998 dated 29.10.1998 and was relieved from Directorate of I&C Kashmir vide Order No.165-E of 1998 dated 18.11.1998.

2. Whereas, as per the report of the J&K, Women Dev. Corporation bearing No.JKWDC/HD/Estt/2017-18/7967 dated 07.07.2017, Ms Tahira Afzal, Joined J&K WDC on 04.12.1998 (FN).

3. Whereas, as per the communication dated 16.11.2000 of J&K, WDC addressed to Principal Secretary, Social Welfare Department, Ms. Tahira Afzal attended J&K WDC only for a few days.

4. Whereas, Ms Tahira Afzal was repatriated to Directorate of Industries & Commerce, Kashmir from J&K, WDC vide Government Order NO: 249-GAD of 2001 dated 02.03.2001;

5. Whereas, as per the communication of J&K, WDC dated 07.07.2017, Ms. Tahira Afzal has not drawn any salary in the corporation since her joining.

6. Whereas, Ms. Tahira Afzal did not report back in the Directorate of Industries & Commerce, Kashmir even after her repatriation from the Women Development Corporation;

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7. Whereas, Ms. Tahira Afzal continuously remained unauthorizedly absent and even did not explain the reasons for remaining on un-authorized absence;

8. Whereas, a show cause notice dated 11.08.2016 was issued to Ms. Tahira Afzal asking her to *"explain her unauthorized absence from duty within 15 days from the date of issue of the notice failing which it shall be presumed that she has nothing to say in her defense and her services shall be deemed to have been terminated after repatriation vide Government Order No. 249-GAD of 2001 dated 02.03.2001 under Article 128 of J&K Civil Service Regulations Vol-I."*

9. Whereas, the reply furnished by Ms. Tahira Afzal was found unsatisfactory;

10. Whereas, thereafter, Article of Charges/Statement of Imputations were served to her vide No. DI&C/Estt/512/1662-64 dated 03.08.2018;

11. Whereas, the reply furnished by Ms. Tahira Afzal to the charge sheet was found unsatisfactory and therefore the Director, Industries & Commerce, Kashmir was appointed as Inquiry Officer vide Government Order No. 117-IND of 2017 dated 25.05.2017 to enquire into her absence;

12. Whereas, the Inquiry Officer submitted his report vide No. DI&C/Estt/512/2278 dated 20.09.2018 recommending therein that the services of the official be terminated from the date she has remained absent from J&K Women Development Corporation.

13. Whereas, a copy of the enquiry report submitted by the Inquiry Officer was forwarded to Ms. Tahira Afzal vide No. IND/DIC-98/2007 dated 27.11.2018 to explain within a period of 07 days as to why her services be not terminated as recommended by the Inquiry Officer.

14. Whereas, Ms Tahira Afzal instead of replying the notice, served a legal notice through her advocate repeating therein the facts which were found un-satisfactory;

15. Whereas, the case of Ms. Tahira Afzal was examined in the Department in light of the Inquiry report and the rules governing the field

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and it was found that her case is squarely covered by Article 128 of J&K Civil Services Regulations which reads as under:

Art-128. Absence without leave or after the end of leave involves loss of appointment, except as provided in Article 203(b) or when due to ill health in which case the absentee must produce the certificate of Medical Officer.

16. Whereas, the case was referred to General Administration Department who opined as under:-

“ Terminate the services of Ms. Tahira Afzal, Knitting Instructor, Directorate of Industries & Commerce, Kashmir w.e.f date of her unauthorized absence/repatriation to parent department i.e. 02.03.2001, in accordance with the relevant provisions of Jammu and Kashmir Civil Service Regulations Volume-I and Jammu and Kashmir Civil Services (Classification, Control & Appeal) Rules, 1956;”

17. Now, therefore, in terms of Article 128 of the J&K Civil Service Regulations, 1956, it is hereby ordered that the services of Ms. Tahira Afzal are terminated from the date of her unauthorized absence/repatriation to parent department from Women's Development Corporation i.e. 02.03.2001.

By order of the Government of Jammu and Kashmir.

Sd/-

**(Navin K. Choudhary) IA§**  
**Principal Secretary to the Government**  
**Industries & Commerce Department**

No. IND/DIC-98/2007

Dated:- 31 .07.2019

Copy to the:-

1. Principal Secretary to Government, Industries & Commerce Department.
2. Secretary to Government, General Administration Department.
3. Director, Industries & Commerce, Kashmir.
4. Director, Archives, Archeology & Museums, J&K.
5. Managing Director, J&K Women Development Corporation, Jammu.
6. I/C Website, I&C Department.
7. Ms. Tahira Afzal D/o Major Mohammad Afzal Khan, R/o Mandir Bagh, Srinagar.
8. Government Order file.

**(Sanjeev Kumar)**

**Under Secretary to Government**  
**Industries & Commerce Department**

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