



Government of Jammu and Kashmir
Health & Medical Education Department
Civil Secretariat, Jammu/Srinagar.

Subject: Unauthorized absence of Dr. Saima Nanda, Consultant Surgeon,
District Hospital Budgam - termination thereof.

Government Order No: 745 -JK(HME) of 2026
Dated: 06-10-2026

Whereas, Dr. Saima Nanda was appointed as Consultant Surgeon vide Government Order No. 303-JK(HME) of 2022 dated 17.05.2022 and was posted at District Hospital Budgam; and

Whereas, the officer was sanctioned 30 days' Earned Leave w.e.f. 30.01.2024 vide Order No. 166-GZ of 2024 dated 23.02.2024, on the recommendation of the Medical Superintendent, District Hospital Budgam. She was accordingly required to resume her duties on 01.03.2024; and

Whereas, the Medical Superintendent, District Hospital Budgam, reported that the officer failed to resume her duties on expiry of the sanctioned leave and remained absent from duty w.e.f. 01.03.2024. An explanation notice dated 13.03.2024 was served upon her, directing her to resume duties within three days and to explain her absence. However, the said doctor neither resumed her duties nor submitted any reply to the said notice; and

Whereas, the Medical Superintendent, District Hospital Budgam, vide communication dated 25.03.2024 and reminder dated 23.04.2024, reported the continued absence of the said doctor and requested that appropriate action be taken under rules. It was also reported that her prolonged absence was adversely affecting patient care in the Surgical Department, where only one Consultant Surgeon was available; and

Whereas, in view of the continued unauthorized absence, the Directorate of Health Services, Kashmir issued a Show Cause Notice vide No. Est-3/1-133/2627-30 dated 06.06.2024, directing the said doctor to resume her duties within five days. She was further informed that, in the event of her failure to join duties, it would be presumed that she was not interested in continuing in Government service and disciplinary proceedings under Article

128 of the Jammu and Kashmir Civil Service Regulations, Volume-I, would be initiated against her, ex-parte; and

Whereas, in response to the aforesaid Show Cause Notice, the officer submitted her reply dated 25.06.2024, stating that she had been compelled to remain absent due to personal circumstances. She submitted that her mother-in-law had been diagnosed with thyroid cancer and had undergone multiple surgeries, requiring prolonged treatment outside the Union Territory. She further stated that she was the only available attendant to accompany her mother-in-law and requested that her absence be considered sympathetically on humanitarian grounds; and

Whereas, notwithstanding the aforesaid explanation, the officer did not resume her duties. As per the latest status reported by the Medical Superintendent, District Hospital Budgam, and conveyed by the Directorate of Health Services, Kashmir vide communication dated 03.02.2026, the officer continued to remain absent from duty and had not furnished any further satisfactory justification acceptable under the rules; and

Whereas, it is also noticed that although the Show Cause Notice had been issued by the Directorate on 06.06.2024 and the officer had submitted her reply on 25.06.2024, the case was forwarded to the Administrative Department only on 03.02.2026, resulting in considerable delay. The Administrative Department accordingly sought the details of the officers/officials responsible for the delay in submission of the case; and

Whereas, upon examination of the matter, the Administrative Department issued a further Show Cause Notice dated 03.06.2026 to the officer, calling upon her to submit a written statement within 10 days explaining her continued unauthorized absence and showing cause as to why action under Article 128 of the Jammu and Kashmir Civil Service Regulations, Volume-I, read with Rule 21(1) of the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956, should not be taken against her; and

Whereas, the Director, Health Services, Kashmir, vide letter dated 27.08.2026, intimated that the officer had submitted her reply dated 11.07.2026 through email. The same was also received through the Medical Superintendent, District Hospital Budgam, vide letter No. MS/DHB/1606 dated 22.07.2026; and

Whereas, in her latest representation, the officer, instead of expressing her willingness to resume Government service, has specifically requested the competent authority to consider her representation

sympathetically and to pass appropriate orders accepting her resignation at the earliest; and

Whereas, the aforesaid conduct indicates that the Consultant has failed to satisfactorily complete the prescribed period of probation and, accordingly, her case falls for consideration under Rule 21(1)(b) of the Jammu & Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956, read with Article 128 of the Jammu & Kashmir Civil Service Regulations, Volume-I: and

Whereas, it is submitted that Rule 21(1) of the Jammu & Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956 provides as under:

"At any time before the expiry of the prescribed period of probation, the appointing authority may:

- (a) suspend the probation of a probationer and discharge him from the service for want of vacancy; and
- (b) at its discretion terminate the probation of a probationer and discharge him from the service."

Whereas, the matter has been examined in its entirety, including the service record available on file, the period of unauthorised absence, the notices issued to the officer, the explanations furnished by her, and her subsequent request for acceptance of resignation; and

Now therefore, in exercise of the powers conferred under Rule 21(1) of the J&K Civil Services (Classification, Control and Appeal) Rules, 1956, the probation of Dr. Saima Nanda, Consultant Surgeon is, hereby terminated and she is discharged from the J&K Health & Family Welfare (Gazetted) Service w.e.f. 01.03.2024 from the date she resorted to unauthorised absence.

By order of the Government of Jammu and Kashmir.

Sd/-

(M. Raju) IAS,

Commissioner/ Secretary to the Government.

No. HME-HRM/35/2026-02 (E- 7740907)

Dated: 06.10.2026.

Copy to the:-

1. Additional Chief Secretary to Hon'ble Chief Minister, J&K.
2. Joint Secretary (Jammu, Kashmir, Ladakh), Ministry of Home Affairs, Government of India, New Delhi.
3. Director, Archives, Archaeology & Museums, J&K.
4. OSD with Hon'ble Minister for Health and Medical Education Department.
5. Director, Health Services, Kashmir.



6. Pvt. Secretary to Commissioner/ Secretary to the Government Health & Medical Education Department.
7. Concerned
8. I/c Website, Health and Medical Education Department.
9. Government Order file/Stock file/Monday Return (w.2.s.c).


(Waheed Ahmed)JKAS,
Under Secretary to the Government

  