



## Baba Farid University of Health Sciences

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No. 08-BFUHS/Estt.-III/2020/ \_\_\_\_\_

Date: \_\_\_\_\_

### OFFICE ORDER

As per request of Ms. Parminder Kaur (D/o Sh. Ranjit Singh), Care Taker, Earned Leave w.e.f. 27.07.2015 to 31.08.2015(36 days) was sanctioned vide O/o No. 6784-87 dated 20.08.2015 and further Earned Leave was sanctioned / extended w.e.f. 01.09.2015 to 24.09.2015(24 days) vide O/o No. 7009-12 dated 17.09.2015.

Further, she had requested to grant her Half Pay Leave w.e.f. 25.09.2015 to 05.11.2015 due to some unforeseen circumstances. vide her application (received by e-mail i.e. [phullanwal@yahoo.co.in](mailto:phullanwal@yahoo.co.in) without her signatures) dated 01.10.2015. In this regard, vide letter no. 7463 dated 28.10.2015, she was advised to submit a proof i.e. Medical Certificate (if medically unfit) or mention the reason for what purpose leave is required. Thereafter, in reference to her application dated 01.10.2015 & this office letter dated 28.10.2015, a notice no. 7896 dated 08.12.2015 followed by Notice-Reminder no. 108 dated 07.01.2016 was issued to her and she was directed to produce documentary proof within 7 days and join her duty immediately otherwise she will be treated absent from her duty and disciplinary action as deemed fit will be taken against her.

On 22.01.2016, she had tendered her resignation from the post of Care Taker due to her personal family problems through e-mail and she had apologized for such situation. In reference to her earlier request dated 22.01.2016, through, her another e-mail dated 15.02.2016, she had requested to deduct her three months salary from her CPF account. In this regard, vide letter no. 599 dated 02.03.2016, she was directed to submit resignation application along with No Due Certificate (in original) and No Due Certificate i.r.t. personal loan amounting Rs. 4,50,000/- availed by her from OBC Bank, Branch of BFUHS, Faridkot and she had submitted that she will submit the original resignation (which was received in April, 2016) and NOC against Personal Loan at the earliest. A letter dated 07.04.2016 received from OBC Bank along with her No Due Certificate and informed that now nothing is recoverable from her in any shape.

Later, a letter no. 1118 dated 02.05.2016 followed by reminder letter no. 1619 dated 02.06.2016 was written to her and she was directed to submit NO Dues from concerned branch heads of this University and advised to deposit three months salary (in shape of demand draft in favour of "the Registrar, BFUHS, Faridkot) in lieu of shortfall of notice period of resignation and proforma of No Dues Certificate was enclosed.

When proforma of her No Dues Certificate was circulated in all branches of this University vide reference no. 1120 dated 02.05.2016, the Law Officer of this University informed this office that the Court Case titled as Jain Carpets v/s BFUHS is pending. This suit is regarding recovery of amount for the material purchased by her and University Procurement and Facility Department, BFUHS has informed that some Bills of M/s Jain Carpets, Faridkot and M/s Jain Emporium, Faridkot, during her service period are pending with her along with another official working / worked as Care Taker and matter is subjudice and bills of Rs. 6,04,918/- and Rs. 1,94,142/- are also pending.

Submission of resignation while on leave is not acceptable as per rules. The employee either has to work for three months during resignation period or has to deposit salary equivalent to three months' in lieu of and also has to submit No Due Certificate but she has not abided to the rules and has neither served the university for three months nor deposited Salary of. Rs. 1,05,957/- in lieu of three months notice of resignation period and has also not submitted No Due Certificate as well as has not adjusted above said bills mentioned by University Procurement and Facility Department for which the case is pending in Hon'ble Court causing huge loss to this University exchequer, defaming the name of University being gross misconduct, negligence, disobedience, recalcitrant behaviour on her part.

The Competent Authority on finding her guilty of above and as per legal opinion in this regard, while taking stern action on disobedience, irresponsible, obstinate/ unruly behavior which is an unbecoming of an employee who is employed at such a responsible post of Care taker has allowed to **terminate her services from the University w.e.f. 24.09.2015 (AN) and the post occupied by her is vacated** to enable the University to fill this post afresh for smooth functioning and in favour of public services. As she has caused huge loss to University Exchequer and defamed the name of the University and if there is any financial or legal liability, at any point of time in future, deemed action as per rules will be taken.

Endst No. 08-BFUHS/Estt.-III/2020/10024-31

  
Registrar  
Date: 18/5/2020

Copy to following for information & n/a :-

1. SVC for the information of the worthy Vice-Chancellor
2. Registrar Office
3. Finance Officer
4. In- Charge UPFD, BFUHS
5. Law Officer, BFUHS
6. In-Charge, General Branch
7. In-Charge, I.T. Cell-to upload on the University website
8. Ms. Parminder Kaur D/o Sh. Ranjit Singh, E-mail:- phullanwal@yahoo.co.in

  
Registrar