



GOVERNMENT OF JAMMU & KASHMIR  
SCHOOL EDUCATION DEPARTMENT  
CIVIL SECRETARIAT, J&K

Subject: OA No.1188/2023 titled Dr. Intiaz Ahmed V/S UT of J&K & Ors.

Government Order No. 45 -JK (Edu) of 2024

Dated: 05 -01-2024

*Whereas*, vide Notification No. 01-JK (Edu) of 2023 dated 26.04.2023, online representations were invited from various teaching cadres of Education Department including the Lecturer Cadre for consideration of transfer during the year 2023 and in response, representation of Intiaz Ahmed was received by the Department through Online Transfer Portal;

*Whereas*, the representation of Intiaz Ahmed was considered under the provisions of the Transfer Policy issued by the Department vide Government Order No. 103-JK(Edu) of 2023 dated 24.04.2023 and subsequently, the applicant, Intiaz Ahmed, Sr. Lecturer, Urdu working at GHSS Surinsar, Jammu was transferred and posted at HSS Rabta, Jammu vide G.O No. 286-JK(Edu) of 2023 dated 01.09.2023;

*Whereas*, Intiaz Ahmed pursuant to his transfer has filed OA No.1188/2023 titled Dr. Intiaz Ahmed V/S UT of J&K & Ors before the Hon'ble Central Administrative Tribunal, Jammu praying for following reliefs:

- i. Set aside and quash the Govt. Order No.286-JK(Edu) of 2023 dated 01.09.2023 issued by respondent No.1 transferring the applicant from GHSS saruinsar District Jammu to HSS Rabta Tehsil Bhalwal District Jammu which is almost 80 KM away from residence of the applicant.
- ii. That respondents may please be directed not to disturb the services of the applicant before his retirement.

*Whereas*, the Hon'ble CAT after hearing the applicant disposed of the OA by passing order dated 11.09.2023, the operative part of which is reproduced as under:

"..... Accordingly, the Original Application is disposed of with a direction to the Principal Secretary to Government, Department of School Education, Union Territory of Jammu & Kashmir to decide the applicant's representation dated 02.09.2023 and pass a reasoned and speaking order while

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keeping in view the provisions of the policy guidelines dated 26.04.2023. Before taking such a decision, the applicant shall also be afforded an opportunity of hearing. The whole exercise shall be undertaken within a period of four weeks from the date of receipt of a certified copy of this order.

Ordered accordingly.

However, there shall be no orders so as to costs. "

*Whereas*, in compliance to the directions of the Hon'ble Central Administrative Tribunal, vide letter dated 05.10.2023, the applicant was requested to appear in the Administrative Department for hearing on 05.10.2023. The applicant appeared on 09.10.2023 and the applicant was heard in person and was also allowed to submit his written statement as well;

*Whereas*, in his written statements, the applicant has stated that despite serving for more than five years at HSS Surinsar, Jammu falling in III zone and he has been transferred to HSS Rabta, Jammu Zone-IV and is far away from his residence and he have never got any chance to serve in Zone-I or Zone-II during his entire service period. Further, the applicant has stated that he has two minor daughters having no male member in his family to take care of them as recently he have lost both his father and mother within an year due to the fatal disease of cancer. Further, stated that the applicant is a diabetic patient and heart patient and needs regular checkup and proper management and would be difficult for him to manage his chronic ailments at such a far off place from his home. The applicant has requested that he may either be posted in DIET Jammu/SCERT Jammu or may be retained at HSS Surinsar, Jammu;

*Whereas*, in terms of **Rule 27 of J&K Classification Control and Appeal Rules, 1956**, a member of a service or class of a service may be required to serve in any part of the Union Territory of Jammu and Kashmir on any post borne on the cadre of such service or class;

*Whereas*, the issue of transfer and postings has been considered time and again by the Hon'ble Supreme Court, and the entire law is settled by catena of decisions of the Apex Court. It is settled law that transfer of a Government servant appointed to a particular cadre of transferable post from one place to the other is an incident of service. No Government servant, therefore, has any legal right for being posted at any particular place. Moreover transfer from one place to another is necessary in public interest and exigency in public administration as held in "**Gujrat Electricity Board Vs Atma Ram Sugomal Poshani**", AIR 1989 SC 1433, which reads as under:-

*"An employee holding a transferable post cannot claim any vested right to work on a particular place as the transfer order does not affect any of his legal rights and Court cannot interfere with a transfer/posting which is made in public interest or on administrative exigency."*

"...transfer of a government servant appointed to a particular cadre of transferable posts from one place to the other is an incident of service. No government servant or employee of Public Undertaking has legal right for being posted at any particular place. Transfer from one place to other is generally a condition of service and the employee has no choice in the matter. Transfer from one place to other is necessary in public interest and efficiency in the public administration. Whenever, a public servant is transferred he must comply with the order but if there be any genuine difficulty in proceeding on transfer it is open to him to make representation to the competent authority for stay, modification or cancellation of the transfer order. If the order of transfer is not stayed, modified or cancelled the concerned public servant must carry out the order of transfer. In the absence of any stay of the transfer order a public servant has no justification to avoid or evade the transfer order merely on the ground of having made a representation, or on the ground of his difficulty in moving from one place to the other. If he fails to proceed on transfer in compliance with the transfer order, he would expose himself to disciplinary action under the relevant rules'.

**Whereas, In *E. P. Royappa v. State of Tamil Nadu* AIR 1974 SC 555, it has been held that:-**

"...Transfer of a Government servant appointed to a particular transferable post from one place to another place is an incidence of service and does not affect or alter his terms and conditions of service. The Government has power to transfer its employees from one post to another carrying equivalent pay scale and grade."

**In *Rajendra Singh & Ors. v. State of U.P. & Ors.*, (2009) 15 SCC 778 it has been held that:-**

"... It is well settled that transfer is an exigency of service. An employee does not have any indefeasible right to remain posted at a particular place ad-indefinitum or seek a posting of his choice. It is also no longer res integra that orders of transfer can only be interfered with by courts if the same are questioned on the ground of malafides or lack of jurisdiction or if the same is otherwise contrary to statutory rule governing such transfers. (*J&K Central Non-Gazetted Electrical Employees Union, Rajouri v. State of J&K & Ors* 2017 (6) JKJ[HC] 431 See & *Shanti Kumari v. Regional Deputy Director, Health Services, Patna Division, Patna & Ors.* (1981) 2 SCC 72)

In **National Hydroelectric Power Corpn. Ltd. v. Shri Bhagwan, (2001) 8 SCC 574**, it has been held that:-

*"... No government servant or employee of a public undertaking has any legal right to be posted forever at any one particular place or place of his choice since transfer of a particular employee appointed to the class or category of transferable posts from one place to other is not only an incident, but a condition of service, necessary too in public interest and efficiency in the public administration. Unless an order of transfer is shown to be an outcome of mala fide exercise or stated to be in violation of statutory provisions prohibiting any such transfer, the Courts or the Tribunals normally cannot interfere with such orders as a matter of routine, as though they were appellate authorities substituting their own decision for that of the employer/ management, as against such orders passed in the interest of administrative exigencies of the service concerned..."*

In **Syed Hilal Ahamd & Ors. v. State 2015 (3) JKJ[HC] 398; 2015 SLJ** it has been held that:-

*"...transfer is an incidence of service and a Government Servant is subject to orders of transfer on administrative exigencies and a Government Servant cannot insist that he is entitled to continue in a particular station/post for a definite period."*

In **A. D. Manhas (Dr) v. State & ors 2005 JKJ (HC) (1) 314**, it has been held that:-

*"...transfer is an exigency of service and it is the prerogative of the employer to see at what place the service of an employee can be utilized properly in the larger public interest. An employee holding transferable post has no right to insist that he should be allowed to serve at a particular place for a particular period. Simply because he has been transferred against the higher post, does not mean that he would have to perform the duties of that post. The only purpose of his transfer against the post appears to be that his pay etc shall be drawn against said post..."*

**Whereas**, the case of the applicant was thoroughly examined in the Department in light of the written submission adduced by the applicant as well as the standing rule position and the directions of the Hon'ble Central Administrative Tribunal and it has been found that the applicant has been serving in the said institution from the last 4 years, 11 month(s), as such, the claim of the applicant regarding his retention is not justifiable. In terms of Clause-C(vi) , of Notification No. 01.-Jk(Edu) of 2023 dated 26.04.2023, the

Department reserves the right to post/adjust the employees beyond the choice opted by him/her for administrative reasons as well as the vacancy position. The post of lecturer is a UT cadre post and the applicant can be posted anywhere in the UT of J&K;

Now, therefore, in light of the above stated facts and circumstances, the claim of the applicant has been considered in light of the directions passed by the Hon'ble Central Administrative Tribunal, Jammu Bench, Jammu on 11.09.2023 passed in OA No.1188/2023 titled Dr. Intiaz Ahmed V/S UT of J&K & Ors and the same has been found not tenable under rules and is hereby rejected. The applicant is further directed to immediately join HSS Rabta, Jammu without any further delay, failing which strict disciplinary action shall be initiated against her under rules.

**By order of the Government of Jammu and Kashmir.**


**Sd/-**  
**(Alok Kumar), IRS**  
Principal Secretary to the Government

No: Edu-LGL0Jmu(CAT)/389/2023-01

Dated:- 05.01.2024

Copy to the:-

1. Joint Secretary, J&K, Ministry of Home Affairs, Government of India.
2. Director, SCERT, J&K.
3. Secretary, JKBOSE.
4. Director, School Education, Jammu/Kashmir.
5. OSD to Advisor (B) to the Hon'ble Lieutenant Governor, J&K UT.
6. Project Director, Samagra Shiksha J&K.
7. Chief Education Office, Jammu.
8. Principal Concerned for necessary compliance in the matter.
9. Concerned.
10. Private Secretary to Principal Secretary to Government, School Education Department.
11. I/c website.
12. Government Order file (w.2.s.c).

  
**(Abhishake Abrol) JKAS**  
Deputy Secretary to the Government  
School Education Department