



HOUSING BOARD
HARYANA

HOUSING BOARD HARYANA

AWAS BHAWAN, PLOT NO.C-15,

SECTOR-6, PANCHKULA

E-mail cahbhpk1@gmail.com

website www.hbh.gov.in

HBH/Admn.-1/2021/4467-4482

Dated 4-6-2021

ORDER

The Estate Office, Housing Board Haryana, Bhiwani is hereby shifted to Housing Board Haryana, Rohtak alongwith staff and record etc. in the public interest.

These orders shall take immediate effect.

PANCHKULA
DATED 2nd JUNE, 2021

ANSHAJ SINGH, IAS
CHIEF ADMINISTRATOR,

A copy of the above is forwarded to the following for information and necessary action:-

1. The CE/STP/CAO/Architect/DDA/CRO (PM) RO(E&E), M.S Housing Board Haryana, Panchkula.
2. The Executive Engineer, Housing Board Haryana, Panchkula, Karnal, Faridabad, Rohtak and Gurugram.
3. The Estate Manager, Housing Board Haryana, Bhiwani and Rohtak.
4. I.T. Incharge, Housing Board Haryana, Panchkula for uploading on website of Housing Board Haryana.

Supdt. (Admn.)
For: Chief Administrator.

Order
Scan
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HOUSING BOARD
HARYANA

HARYANA HOUSING BOARD

C-15, AWAS BHAWAN, SECTOR-6, PANCHKULA

E-mail: cahbhpk@gmail.com, Website: www.hbh.nic.in

Regd.

No.HBH/Admn-4/2021/

Dated:

To

The Executive Engineer,
Housing Board Haryana,
Gurugram.

Subject: Order (Smt. Jasmeet Kaur Sandhu, Architectural Assistant (US), "Dismissal from Service").

Please find enclosed herewith original order of "Dismissal from Service" of Smt. Jasmeet Kaur Sandhu, Architectural Assistant (U/S) issued vide Memo No.HBH/Admn-4/PF/2021/4375-4456 dated 03.06.2021.

You are, therefore, directed to handover the above said orders to Smt. Jasmeet Kaur Sandhu, Architectural Assistant (U/S) at her residence; in case she is not available at her residence then the same may be delivered to any of the member of her family under proper receipt.

It may be treated as **Most Urgent** and ensure the delivery of the orders under intimation to this office.

DA/As above.

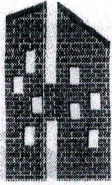
sd/
Supdt.(Admn)
For Chief Administrator

Endst. No. HBH/Admn-4/2021/ *4465*

Dated: *4-6-2021*

A copy of the above is forwarded to the I.T. Incharge, Housing Board Haryana, Panchkula to upload on the website of the Board for information of the above said official.

Lo
Supdt.(Admn)
For Chief Administrator *de*



HOUSING BOARD
HARYANA

HOUSING BOARD HARYANA
PLOT NO.C-15, AWAS BHAWAN, SECTOR-6, PANCHKULA

E-mail: cahbhpk1@gmail.com, Website: www.hbh.nic.in

ORDER

Smt. Jasmeet Kaur Sandhu, Architectural Assistant, Housing Board Haryana was served upon a charge sheet under Rule-7/(4b) of the Haryana Civil Services (Punishment and Appeal) Rules, 2016 vide this office No. HBH/Admn-V/2020/4183 dated 14.07.2020 with the direction to submit her written reply within a period of 21 days from the receipt of this memorandum. The following charges were leveled against her:

1. "That she failed to attend the Inquiry No.12/15 on 18.03.2020 in the O/o Deputy Superintendent of Police, State Vigilance Bureau (Haryana), Panchkula despite issuance of letter dated 13.03.2020 duly addressed to her and direction issued by the Executive Engineer, Housing Board Haryana, Gurugram vide Memo No.716 dated 16.03.2020 & No.1019 dated 16.03.2020 intentionally. Moreover, she has violated the instructions issued by her Controlling Officer with mala-fide intention.
2. That she was directed vide order Endst. No.HBH/Admn-4/2020/2344-63 dated 12.05.2020 by the competent authority to work in Division Office, Gurugram as Architectural Assistant but she did not resume her duty till 08.07.2020 despite direction from the Executive Engineer, Gurugram vide memo No.HBH/C/2020/1263-64 dated 02.05.2020 and No. HBH/C/2020/ 2019 dated 06.07.2020. Thus, she did not comply with the directions issued from the Division Office from time to time which is a sheer negligence on her part.
3. That she remained willful absent from duty for the period from 17.03.2020 to 24.3.2020, 20.04.2020 to 01.05.2020, 04.05.2020 to 08.05.2020, 11.05.2020 to till date without any information and prior approval from the competent authority which shows insubordination and disobedience on her part.
4. That she has failed to perform her official duties honestly, sincerely and diligently and has violated the provisions laid down under Rule-4 (1) (i), (ii), (iii) & (iv) and Rule-5 of the Haryana Civil Services (Government Employees' Conduct) Rules, 2016."

She did not submit her reply to the charges within the stipulated period whereas the charge sheet was also sent to the Executive Engineer, HBH, Gurugram vide memo dated 14.07.2020 for delivery but she did not receive the same intentionally despite several efforts made by the divisional staff, Gurugram.

d The matter was entrusted to Sh. O. P. Langayan, IAS (Retd.) vide this office order endst. No. HBH/Admn-IV/2020/5019-22 dated 17.08.2020 to hold regular departmental enquiry in this case with a copy to Smt. Jasmeet Kaur Sandhu, Architectural Assistant at her residence under registered cover. The same was received undelivered from the postal authority. There-after, a public notice was also published by the undersigned in the Newspapers viz Amar Ujala (Hindi Edition) dated 05.09.2020 and in The Tribune (English Edition) dated 05.09.2020 through which she was directed to join at her Head Quarter within a week and associate in the enquiry being conducted by Inquiry Officer failing which ex-parte proceedings will be initiated against her as per Rules. Neither she joined at her HQ nor associated in the enquiry proceedings. A public notice was also published by the Inquiry Officer in the Newspapers viz Amar Ujala

(Hindi Edition) dated 26.09.2020 and in The Tribune (English Edition) dated 26.09.2020 directing her to appear before the undersigned on 08.10.2020 at 11.00 A.M. in the office of Housing Board Haryana, Sector-6, Panchkula failing which ex-parte proceedings will be taken against her. However, it was made clear to her that this notice may be treated as final and there-after no request in this regard shall be entertained in any circumstances.

The Inquiry Officer submitted the enquiry report vide memo dated 04.11.2020 whereby all the charges were proved against her stating that she was summoned for 08.10.2020 but she did not appear before the Inquiry Officer on the appointed date and time and consequently ex-parte proceedings were initiated against her. Non appearance of the charged official in spite of public notices published in two newspapers shows her adamant behavior and attitude towards the enquiry. As she did not rebut the charges leveled against her, therefore, charges leveled against her are proved.

The enquiry report submitted by the Inquiry Officer vide memo dated 04.11.2020 was considered in detail and the copy of the enquiry report was sent to the delinquent vide this office memo No. HBH/Admn-IV/2020/74 dated 05.01.2021 with the direction to submit her representation in writing to the undersigned so as to reach within 15 days from the receipt of this communication. There after a copy of enquiry report along with memorandum was issued vide No. 74 dated 05.01.2021 to Smt. Jasmeet Kaur Sandhu, Architectural Assistant for the purpose of delivery to her and copy of the same was uploaded on the website of the HBH www.hbh.gov.in. There-after, a report was also received from the Executive Engineer, HBH, Gurugram vide memo dated 29.01.2021 that Sh. Ajay Peon HBH, Gurugram was also deputed to handover the memorandum dated 18.01.2021 to the delinquent at her residence 0/10-A, GF, Jangpura Extn., New Delhi-110014 but said house was found locked. On enquiry from the neighbour, it was revealed that they have sold their house to a builder. The said official reported the matter to the Executive Engineer, Gurugram on 29.01.2021.

d In the meantime, the delinquent official visited this office on 08.03.2021 and submitted her joining report to the competent authority wherein she has taken several lame excuses for not joining at HQ and enquiry proceedings, along with some medical certificates. She was handed over the copy of suspension order dated 08.07.2020, charge sheet dated 14.07.2020 and enquiry report sent vide memo dated 18.01.2021 through the executive Engineer, HBH, Gurugram vide this office memo No. 1862 dated 08.03.2021, with the direction to submit her written reply within 15 days otherwise ex-parte decision shall be initiated against her.

The detailed reply to the memorandum dated 18.01.2021 was received from the delinquent on 06.04.2021 stating that Executive Engineer, HBH, Gurugram has written a letter dated 16.03.2020 to attend the vigilance enquiry in the office of Director General, SVB(H), Panchkula but her family circumstances were not so well to remain

out of station as her husband was seriously ill. Therefore, she applied for leave from 17.03.2020 to 23.03.2020, 24.03.2020 to 03.05.2020 as there was complete lockdown in the whole country which was extended upto 17.05.2020 and no one was allowed to move. As and when she came to know about suspension order, issuance of charge sheet, appointment of IO/PO and enquiry report, she visited the Head Office, Panchkula on 08.03.2021 and prior to this, no such correspondence was ever received by the delinquent. She was placed under suspension order dated 08.07.2020 and during suspension the delinquent is not required to perform duty. Further she has clarified that non joining by an employee has no relevance regarding payment of subsistence allowance only safe-guard is that the suspended employee should engage himself for any alternate job or business for which she has filed an affidavit dated 03.04.2021. She has further stressed upon no subsistence allowance was released by the Head Quarter in accordance with Rule 7.2. In view of facts and circumstances explained by the delinquent in her reply dated 06.04.2021, she may kindly be reinstated in service, substance allowance may be released and enquiry report may kindly be filed in view of principle of natural justice.

The reply of the delinquent was considered at length and it was felt that the delinquent may be afforded an opportunity of personal hearing so that she may defend her case properly. Accordingly, she was called for personal hearing on 20.05.2021 through video conferencing vide this office registered memo dated 12.05.2021 but she *did not* bother to attend the hearing through VC despite repeated calls for VC were made on her Mobile No. 8558857199 from mobile phones of Private Secretary i.e. 9872701490, Supdt. (Admn) i.e. 9988224286 at 12.58 PM and 13.01 PM respectively. In view of this, the last opportunity of personal hearing was granted for 28.05.2021 at 11.00 AM through VC. Accordingly, she was informed vide this office registered memo dated 24.05.2021 to appear before the undersigned on the appointed date and time.

During hearing on 28.05.2021 through VC at 11.30 AM she did not say nothing extra other than facts mentioned in the charge sheet. She could not explain the cogent reason for regular absence from office without prior sanction of leave. Neither she could explain the reasons for non receiving of various notices issued by the office from time to time. The version taken by the delinquent are not sufficient and no additional facts have been brought to the notice of the undersigned.

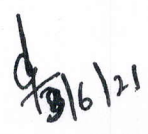
d I have gone through the charges, public notices, enquiry report dated 04.11.2020, joining report dated 08.03.2021, reply to the memorandum dated 06.04.2021 and other documents placed on file, it is evident that the delinquent official did not bother to join at her H.Q. and the enquiry proceedings despite publication of public notices dated 05.09.2020 and 26.09.2020 by the undersigned and Inquiry Officer respectively. Neither she bothered to inform the undersigned as well as Inquiry Officer nor attended the enquiry proceedings to rebut the charges leveled against her. The IO has given ample opportunities for defence of delinquent official and ultimately has

initiated ex-parte proceedings proving rightly all the charges against her. Moreover, she failed to inform the competent authority regarding non compliance of orders of her senior officers with regard to attend the vigilance enquiry in office of the DG, SVB(H), Panchkula. Thus, she showed disrespect and insubordination towards her officers as well as competent authority and she remained absent from duty willfully without prior intimation to the Executive Engineer, HBH, Gurugram and Head office. The delinquent has committed serious irregularities which are unbecoming on her part and gross moral misconduct and disorderly behavior during enquiry proceedings itself shows that the official does not require to be a bonafide employee of the Board. The retention of delinquent in service will certainly promote indiscipline, disorderly behavior, dishonesty and unfaithfulness in the atmosphere of the public office. Moreover, the delinquent is not a bonafide employee and her unbecoming behavior will discourage the work culture in the office. In this way, she has violated the provision contained in Rule-4 (1) (i), (ii), (iii), (iv) and 20 (1) (a) of the Haryana Civil Services (Government Employees Conduct) Rules 2016 and she is liable for major penalty.

In view of above facts and circumstances, I am of the considered view that I find no merit to disagree with the enquiry report and thus, I accept the findings of the Inquiry Officer. The act of the delinquent is unprofessional, irresponsible and her evasive attitude towards the official duties, which can't be ruled out. Therefore, Smt. Jasmeet Kaur Sandhu, Architectural Assistant is hereby awarded the punishment of "Dismissal from Service" because her continuity/retention in services is totally unsafe and against the Rules.

I order accordingly.

**PANCHKULA DATED
THE 31ST MAY, 2021**


**(ANSHAJ SINGH)
CHIEF ADMINISTRATOR**

Endst. No. HBH/Admn.-4/PF/2021/

Dated:

A copy of the above is forwarded to the following for information and necessary action:-

1. The Chief Secretary, Govt. of Haryana, Chandigarh.
2. The Director General of Police Haryana, Panchkula.
3. The Additional Chief Secretary to Govt. Haryana, Department of Housing For All, Chandigarh.

Sd/-
Supdt.(Admn)

For Chief Administrator

Endst. No. HBH/Admn.-4/PF/2021/

Dated:

1. All the Deputy Commissioners in the State.
2. *1/2* Commissioner of Police, Gurugram/Faridabad/Panchkula.
3. All the Superintendents of Police in the State.

Sd/-
Supdt.(Admn)

For Chief Administrator

Endst. No. HBH/Admn.-4/PF/2021/4426-4456 **Dated: 3-6-2021**

1. The Chief Engineers/CTP/Chief Accounts Officer/Architect/CRO (PM)/DDA, Housing Board Haryana, Panchkula.
2. Smt. Jasmeet Kaur Sandhu, Architectural Assistant, Housing Board Haryana, H.No.10-A, G.F. Jang Pura Extension, New Delhi.
3. The Executive Engineer, Housing Board Haryana, Panchkula/Karnal/Rohtak/Faridabad/Gurugram.
4. PS/Chairman, Chief Administrator, PA/Secretary, Housing Board Haryana, Panchkula.
5. All Estate Managers, Housing Board Haryana.
6. Supdt.(Admn) for Assistant 1 to 5.

Sd/-
Supdt.(Admn)

For Chief Administrator *[Signature]*