



GOVERNMENT OF JAMMU AND KASHMIR  
SKIMS DEEMED UNIVERSITY  
SRINAGAR

**Sub:** Engagement of Stipendiary Senior Residents.

**Ref:** Recommendations of Selection Committee held on 01<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> of January, 2026.

**OFFICE ORDER NO: SIMS/ACAD/321 OF 2026**

**DATED: 22.05.2026**

Pursuant to the recommendations of designated selection committee, sanction is hereby accorded to the engagement of doctors figuring in ANNEXURE-A initially for a period of one year as Stipendiary Senior Resident in the department of **Critical Care Medicine**.

The tenure engagement of Senior Residency shall be governed by the following terms and conditions:

1. That the engagement is for a period of one year as Stipendiary Senior Resident. The engagement shall not confer any right on the engagee to claim continuation or extension beyond the mentioned term and shall be deemed to be automatically relieved upon expiry of term.
2. That Senior Resident shall be entitled to a monthly stipend of Rs.67,700/- plus usual allowances as admissible under rules. (Govt. Order no. 56-SKIMS of 2018 dated: 26.06.2018).
3. That the engagee shall be entitled to HRA only in case no campus accommodation is allotted and subject to obtaining of certificate to this effect from Estates Officer, SKIMS.
4. That the tenure engagee shall not undertake any kind of private practice (part/full time) or job anywhere else. He/she shall have to work on full time basis.
5. That administration has the discretion to change working hours, shift and duty timings as and when required in the interest of administration /patient care. He/She shall observe duty timings applicable at the place of posting
6. That the one month's salary of the engagee(s) shall be kept as security deposit and shall be released only after completion of tenure. If the doctor leaves the tenure prematurely/midway, he/she shall be liable to deposition of Rs. 100,000/- (Rupees One lakh only) as penalty and same shall be credited in CD-183.

7. That in case any engagee desires to leave the job midway he/she has to give one month advance notice, failing which he/she shall be liable to deposition of Rs. 100,000/- (Rupees One lakh only) as penalty and same shall be credited in CD-183..
8. That the engagee shall be entitled leaves as per Government Order No. 451-JK (HME) of 2024 Dated: 08.07.2024. There will be no winter/summer vacation during the tenure engagement.
9. That the engage shall maintain proper dress code and discipline as mandated by SKIMS from time to time.
10. That the engagee(s) shall be required to submit the affidavit duly attested by First Class Judicial Magistrate to the effect that:
  - a. *In case adverse report regarding his/her Character and Antecedents is received from CID Head quarter, J&K to whom a reference shall be made by the SKIMS, he/she shall not claim for engagement which shall be deemed to have been cancelled ab-initio;*
  - b. *If verification, genuineness of the qualification certificates from the concerned issuing authority is found fake/forged, the engagement of the candidate shall be deemed to have been cancelled ab-initio and the legal action as warranted under rules shall be initiated against him/her.*
  - c. *The salary of the engagee(s) shall not be drawn and disbursed to him/her (them) unless a satisfactory report in respect of (a) and (b) above are received in his/their favor.*
  - d. *The one month's salary of the engagee(s) shall be kept as security deposit and shall be released only after completion of tenure. If the doctor leaves the tenure prematurely/midway, failing which he/she shall be liable to deposition of Rs. 100,000/- (Rupees One lakh only) as penalty and same shall be credited in CD-183.*
  - e. *He/she will not resort to indiscipline or be a part of any protest or strike within the SKIMS Campus. In case, he/she does so, he/she shall be deemed to have committed a gross misconduct and shall be relieved/disengaged from the assignment from the date of resorting to such strike or protest without any prior notice. Non-compliance of terms and conditions shall otherwise make him/her liable for action as warranted under rules/law.*



- f. *He/she shall accept all terms & conditions of tenure engagement and shall abide by all the rules governing the tenure engagement and any breach thereof shall make him/her liable to be relieved from the tenure job immediately.*

The engagee(s) are required to complete all the requisite formalities and are directed to report in Academic Section SKIMS on 25.05.2026 (11:00 A.M) for screening/verification of documents/certificates. Further, the Non-PSC candidates have to join within 10 days from the date of issuance of the engagement order. The candidate(s) who fails to join within stipulated period shall forego his/her right to engagement which shall be deemed to have been cancelled *ab-initio* without any further notice. PSC confirm doctors should get himself / herself relieved from his/her parent department before joining the assignment. Non-PSC doctors who are working in any Government / Semi-Govt. Organization on tenure positions / contractual must produce N.O.C / Letter of Resignation before joining.

**Note:**

*The engagement has been made on the basis of the information furnished by the candidate(s) and is subject to the **production / verification** of the original documents. The candidate(s) who fails to provide requisite Certificates at the time of screening shall also forego his/her right to engagement and shall be deemed to have been cancelled *ab-initio* without any further notice.*

***The engagement is subject to outcome of Writ Petition pending (if any) before any Court of Law.***

Sd. /-  
Director SKIMS  
& Ex-Officio Secretary to Govt.

No. SIMS/ACAD/SR/April\_2026/26-  
Dated: 22.5.2026

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Copy forwarded for information and necessary action to the:

01. Medical Superintendent SKIMS.
02. Registrar Academics SKIMS
03. Concerned HOD(s) SKIMS.
04. Director Finance, SKIMS.
05. Assistant Engineer EC & IT (Networking & Maintenance) SKIMS for uploading on SKIMS website.
06. Materials Management Officer, Estates, SKIMS.
07. O.I.C Library/Laundry & Linen/Transport/Cl. Photography.
08. PS to Director/PS to Dean for information of the Director/Dean, SKIMS
09. Office order file/Master file.

  
Dean Medical Faculty  
SKIMS

ANNEXURE-A (Office Order No. SIMS/Acad / 321 of 2026 dated: 22.05.2026

		Department: Critical Care Medicine	
S. No.	Name of Doctor	PSC / Non-PSC	Place of Posting
4.	Dr Mispah Jabeen	Non-PSC	Critical Care Medicine

  
  
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